

This is a digital copy of a book that was preserved for generations on library shelves before it was carefully scanned by Google as part of a project to make the world's books discoverable online.

It has survived long enough for the copyright to expire and the book to enter the public domain. A public domain book is one that was never subject to copyright or whose legal copyright term has expired. Whether a book is in the public domain may vary country to country. Public domain books are our gateways to the past, representing a wealth of history, culture and knowledge that's often difficult to discover.

Marks, notations and other marginalia present in the original volume will appear in this file - a reminder of this book's long journey from the publisher to a library and finally to you.

Usage guidelines

Google is proud to partner with libraries to digitize public domain materials and make them widely accessible. Public domain books belong to the public and we are merely their custodians. Nevertheless, this work is expensive, so in order to keep providing this resource, we have taken steps to prevent abuse by commercial parties, including placing technical restrictions on automated querying.

We also ask that you:

- + *Make non-commercial use of the files* We designed Google Book Search for use by individuals, and we request that you use these files for personal, non-commercial purposes.
- + Refrain from automated querying Do not send automated queries of any sort to Google's system: If you are conducting research on machine translation, optical character recognition or other areas where access to a large amount of text is helpful, please contact us. We encourage the use of public domain materials for these purposes and may be able to help.
- + *Maintain attribution* The Google "watermark" you see on each file is essential for informing people about this project and helping them find additional materials through Google Book Search. Please do not remove it.
- + *Keep it legal* Whatever your use, remember that you are responsible for ensuring that what you are doing is legal. Do not assume that just because we believe a book is in the public domain for users in the United States, that the work is also in the public domain for users in other countries. Whether a book is still in copyright varies from country to country, and we can't offer guidance on whether any specific use of any specific book is allowed. Please do not assume that a book's appearance in Google Book Search means it can be used in any manner anywhere in the world. Copyright infringement liability can be quite severe.

About Google Book Search

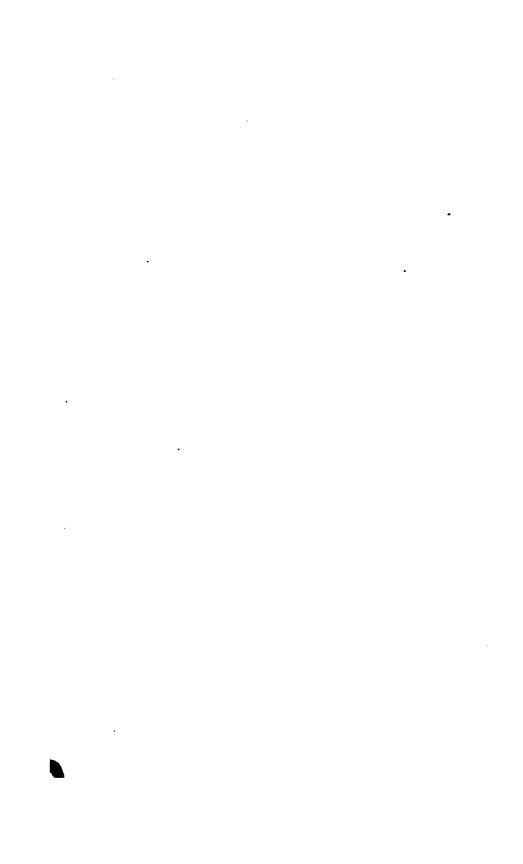
Google's mission is to organize the world's information and to make it universally accessible and useful. Google Book Search helps readers discover the world's books while helping authors and publishers reach new audiences. You can search through the full text of this book on the web at http://books.google.com/











SECOND BIENNIAL REPORT

OF THE

State Civil Service Commission

OF WISCONSIN

FROM

December, 1906, to July, 1908, inclusive.



MADISON, WIS.

I) EMOCRAT PRINTING COMPANY, STATE PRINTER
1908

,		
		•

SECOND BIENNIAL REPORT

OF THE

State Civil Service Commission

OF WISCONSIN

FROM



December, 1906, to July, 1908, inclusive.



MADISON, WIS.

DEMOCRAT PRINTING COMPANY, STATE PRINTER

1908

E. Wo

OFVAL SERVICE COMMISSIONERS.

OTTO GAFFIN, President, Plymouth.

THOMAS J. CUNNINGHAM, Chippewa Falls.

C. E. BUELL, Madison,

SPERET SRY AND CHIEF EXAMINER

F. E. DOTY, Madison.

CHIEF CLERK,

FRANK L. FAWCETT.

ASSISTANT EXAMINER,

HENRY S. KNIGHT.

STENOGRAPHER,

CAROLINE B. GREIG.

TABLE OF CONTENTS.

	Page
Names of commissioners, officers and local examiners	ii–viii
PART I.	
Report of Civil Service Commission	3-25
PART II.	
Minutes of the meetings of the Commission	26-60
Amendments to Civil Service rules and regulations	61-71
PART III.	
Statistics of examination	74-75
Statistics of appointments, removals, re-instatements and pro-	
motions	76-95
Expenditures of Civil Service Commission	96-101
PART IV.	
Opinions of the Attorney General	104-178
Court decisions	179-183
PART V.	
The Civil Service Law	184-209
PART VI.	
Rules and regulations of the Civil Service Commission	212-246
PART VII.	
Roster of employees to July, 1908	248 286

·			

DIRECTORY OF LOCAL EXAMINERS.

County.	Examination Center.	Local Examiner.	Post Office.
Adams	Friendship	J. P. Lewis	Friendship.
Ashland	Ashland	J. T. Hooper Carl Rudquist W. S. Cate	Ashland. Ashland. Ashland.
Ваггон	Barron	C. W. Meadows. Geo. M. Snodgrass M. S. Hines	Barron. Barron. Rice Lake.
Bay field	Washburn	A. M. Worden	Washburn. Washburn.
Brown	Green Bay	Timothy Burke	Green Bay. Green Bay.
Buffalo	Alma	Robert Lees	Alma. Alma.
Burnett	Grantsburg	Mabel Ahlstrom	Grantsburg. Grantsburg.
Calumet	Chilton	A. M. Morrissey	Chilton. Chilton.
Спіррежа	Chippewa Falls .	M. S. Bailey P. T. Favell G. W. Schwartz	Chippewa Falls. Chippewa Falls. Chippewa Falls.
Clark	Neillsville	G. E. Crothers. F. W. Draper. Charles F. Grow	Niellsville, Neillsville, Neillsville,
Columbia	Portage	W. G. Clough J. E. Jones Dr. A. Kellogg	Portage, Portage, Portage,
	Columbus	Fred Thompson G. C. Grism Thomas Sanderson	Columbus, Columbus, Río,
Crawford	Prairie du Chien	Graves & Earl W. T. Pinkerton Ira D. Hurlbut	Prairie du Chjen Prairie du Chien Prairie du Chien
Dane	Madison	 	
Madigar, ,	Juneau	Oscar H. Bauer John Kelley	Juneau. Juneau.
Føit	Sturgeon Bay	Charles G. Stangle Dr. H. A. Norden	Sturgeon Bay. Sturgeon Bay.
•พะไล• ··· ··	Superior	A. D. S. Gillette	Superior. Superior.
Мин	Menomonie	George Works. John Kelley E. B. Hill	Menomonie, Menomonie, Colfax.

DIRECTORY OF LOCAL EAXMINERS - Continued.

County.	Examination Center.	Local Examiner.	Post Office.
Eau Claire	Eau Claire	W. H. Schulz	: Eau Claire.
Florence	. Florence	G. C. Young	Florence, Florence,
Fond du Lac	Fond du Lac	F. W. Chadbourne	· Fond du Lac.
	Wanpun	Dr. T. M. Welch	Waupun. Waupun.
Forest	Grandon	H. A. Kamm Samuel Shaw John Masbaum	Crandon.
Grant	Platteville	J. A. Wilgus. John T. Wilkinson S. E. Smalley	Platteville. Platteville. Cuba City.
	Lancaster	E. B. Goodsell. W. A. Johnson. J. C. Brockert.	
Green	Monroe	J. C. Penn W. F. Trukenbroed J. L. Sherron	
Green Lake	Green Lake	S. G. Potter Geo. V. Kelley John J. Wood	Princeton.
Iowa	Dodgeville	T. E. Bray Aldro Jenks R. L. Joiner	Dodgeville. Dodgeville. Dodgeville.
Iron	Hurley	William D. Tyler Matt. Connor	Hurley. Hurley.
Jackson	Black River Falls	F. B. DellSamuel Lund	Black River Falls Black River Falls
Jefferson	Jefferson	John Haselwood A. M. Webb. Dr. J. V. Stevens.	Jefferson Jefferson, Jefferson,
Juneau	Mauston	M. L. Bunnell	Mauston. Elroy. Mauston.
Kenosha	Kenosha	W. J. Hoching John C. Slater Albert Buckmaster	Kenosha. Kenosha. Kenosha.
Kewaunce	Kewaunee	Joseph J. Schultz	Kewaunee. Kewaunee. Kewaunee.
La Crosse	La Crosse	Harry Spence F. H. Fowler. Frank Winter.	La Crosse. La Crosse. La Crosse.
La Fayette	Darlington	W. G. Mase Daniei McConnell Dr. D. W. Hogue	Darlington.

DIRECTORY OF LOCAL EXAMINERS—Continued.

County.	Examination Center.	Local Examiner.	Post Office.
Langlade	Antigo	C. O. Marsh T. W. Hogan	Antigo. Antigo.
Lincoln	Merrill	Supt. D. E. Roberts	Merrill. Merrill. Merrill.
Manitowoe	Manitowoc	J. F. Taugher. Archie Nash. William Rathsack.	Manitowoc.
Marathon	Wausau	Anton MehlS. B. Tobey	Wausau. Wausau.
Marinette	Marinette	G. H. Landgraf Elmer Grimmer C. R. Johnston	Marinette. Marinette. Marinette.
Marquette	Montello	A. J. Barry J. H. Wheeloek M. G. Ellison	Montello, Westfield, Montello,
Milwankee	Milwaukee	Patrick Donnelly	Milwaukee. Milwaukee.
Monroe	Sparta	R. B. McCoy I. B. Davles H. J. Skinner.	Sparta.
Georgia	Oconto	L. C. Harvey W. H. Young Fred Shedler	Oconto. Oconto. Oconto.
O ielda	Rhinelander	F. A. Lowell	Rhinelander. Rhinelander. Rhinelander.
Cotagamie	Appleton	Charles W. Treat	Appleton, Appleton, Appleton,
Ozaukee	Port Washington	A. A. Biandin E. R. Smith J. E. Uselding.	Pt. Washington. Pt. Washington. Pt. Washington.
Pean	Durand	Fannie Spooner. W. B. Newcomb. C. A. Ingram.	Durand. Durand. Durand.
Preme,	Ellsworth	A. J. Ingli R. D. Morton Wm. W. Clark	Ellsworth, Ellsworth, Ellsworth,
P.,	St. Croix Falls	C. W. Monty. C. W. Staples. Dr. F. W. Walker	St. Croix Falls. Osceola. St. Croix Falls.
Betage	Stevens Point	F. K. Sechrist A. E. Bourn Henry Finch	Stevens Point. Stevens Point. Stevens Point.
Proc	Phillips	E. W. Murray Charles E. Tobey Nathan Lane	Phillips. Phillips. Phillips.
Rieman	Racine	E. M. Blackhurst	Racine. Racine. Racine.
là dand	Richland Center.	A. Thompson F. H. Pratt Frank Nee	Richland Center, Richland Center, Richland Center,

DIRECTORY OF LOCAL EXAMINERS (Continued,

County.	Examination Center.	Local Examiner.	Post Office.
Rock	Janesville	John Arbuthnot M. P. Richardson H. J. Cunningham	Janesville.
Rusk	Ladysmith	W. N. Mackin. F. E. Munroe Grover Feist.	Ladysmith, Ladysmith, Murry,
St. Croix	Hudson	Louis Blegen	Hudson. Hudson.
Sauk	Baraboo	R. B. Griggs G. F. Snyder C. H. Evenson	Barahoo, Reedsburg, Barahoo,
Sauk	Spring Green	Bern, McNulty	Spring Green. Spring Green.
Sawyer	Hayward	William A. Light R. J. Hennessey	Hayward. Hayward.
Shawano	Shawano	L. D. Roberts. H. W. Partlow O. O. Weigand	Shawano. Shawano. Shawano.
Sheboygan	Sheboygan	H. F. Leverenz Theo. Dieckmann J. C. Elfers	Sheboygan. Sheboygan. Sheboygan.
Taylor	Medford,	G. W. Adams. M. A. Buckley.	Medford. Medford,
Trempealeau	Whitehall	P. H. Johnson E. J. Brovold J. t. Dewey	Whitehall. Ettrick. Arcadia.
Vernon	Viroqua	H. L. Gardner Frank Graves J. Henry Bennett	Viroqua. Viroqua. Viroqua.
Vilas	Eagle River	Grant Cook	Eagle River.
Wa'worth	Elkhorn	John G. Voss	Eikhorn. Eikhorn.
Washburn	Shell Lake	Wm. Kloster. J. M. Smith J. H. Shields.	Shell Lake. Shell Lake. Shell Lake.
Washing (en	West Bend	F. W. Bucklin. D. E. McLane. W. R. Rix	West Bend, West Bend, West Bend,
Waukesa i	Waukesha	S. B. Ray E. W. Malone D. J. Hemlock	Waukesha. Waukesha. Waukesha.
Waupaca	Waupaca	C. M. Boyles. W. E. Fisher. Charles Stinchfield.	Wапраса. Wапраса. Wапраса.
Waushara	Wautoma	G. M. Byse T. H. Patterson	
Winnebago	Oshkosh	B. Mack Dresden C. M. Perry. D. W. Fernandez	Oshkosh. Oshkosh. Oshkosh.
Wood	Grand Rapids	M. H. Jackson C. S. Vedder J. W. Conway	Grand Rapids. Marshfield. Grand Rapids.

PART I.

Report of the Civil Service Commission.

	,		
		·	

DIRECTORY OF LOCAL EXAMINERS.

	, ·=····		
County.	Examination Center.	Local Examiner.	Post Office.
Adams	Friendship	J. P. Lewis	Friendship.
Ashland	Ashland	J. T. Hooper Carl Rudquist W. S. Cate	Ashland. Ashland. Ashland.
Barron	Barron	C. W. Meadows. Geo. M. Snodgrass M. S. Hines	Barron. Barron. Rice Lake.
Bayfield	Washburn	A. M. Worden M. C. Lincoln	Washburn. Washburn.
Brown	Green Bay	Timothy Burke	Green Bay. Green Bay.
Buffalo	Alma	Robert Lees	
Burnett	Grantsburg	Mabel Ahlstrom	Grantsburg. Grantsburg.
Calumet	Chilton	A. M. Morrissey	Chilton. Chilton.
Chippewa	Chippewa Falls .	M. S. Bailey P. T. Faveil G. W. Schwartz	Chippewa Falls, Chippewa Falls, Chippewa Falls,
Clark	Neillsville	G. E. Crothers	Niellsville, Neillsville, Neillsville,
Columbia	Portage	W. G. Clough. J. E. Jones. Dr. A. Kellogg	Portage, Portage, Portage,
	Columbus	Fred Thompson	
Crawford	Prairie du Chien	Graves & Earl. W. T. Pinkerton Ira D. Hurlbut	Prairie du Chien Prairie du Chien Prairie du Chien
Dane	Madison	<u> </u>	
Dodge	Juneau	Oscar H. BauerJohn Kelley	Juneau. Juneau.
Door	Sturgeon Bay	Charles G. Stangle	Sturgeon Bay. Sturgeon Bay.
Douglas	Superior	A. D. S. Gillette	Superior. Superior.
Dunn	Menomonie	George Works. John Kelley E. B. Hill	Menomonie. Menomonie. Colfax.

DIRECTORY OF LOCAL EAXMINERS Continued.

County.	Examination Center.	Local Examiner.	Post Office.
Eau Claire	Eau Claire	W. H. Schulz. John B. Fleming. A. H. Shoemaker.	Eau Claire.
Florence	Florence	G. C. Young Frank Warring	Florence, Florence,
Fond du Lac	Fond du Lac	F. W. Chadbourne William Wilson. D. O. Williams	Fond du Lac. Fond du Lac. Fond du Lac.
•••••	Waupun	Dr. T. M. Welch F. L. Whitney	Waupun. Waupun.
Forest	Grandon	H. A. Kamm Samuel Shaw John Masbaum	Crandon. Crandon. N. Crandon.
Grant	Platteville	J. A. Wilgus. John T. Wilkinson S. E. Smalley	Platteville, Platteville, Cuba City,
! :	Lancaster	E. B. Goodsell. W. A. Johnson. J. C. Brockert.	Lancaster. Lancaster. Lancaster.
Green	Monroe	J. C. Penn W. F. Trukenbroed J. L. Sherron	Monroe. Monroe. Monroe.
Green Lake	Green Lake	S. G. Potter Geo. V. Kelley John J. Wood	Princeton.
lowa	Dodgeville	T. E. Bray Aldro Jenks R. L. Joiner	Dodgeville. Dodgeville. Dodgeville.
Iron	Hurley	William D. Tyler Matt. Connor	Hurley. Hurley.
Jackson	Black River Falls	F. B. DellSamuel Lund	Black River Fall Black River Fall
Jefferson	Jefferson	John Haselwood A. M. Webb Dr. J. V. Stevens	Jefferson Jefferson, Jefferson,
Juneau	Mauston	M. L. Bunnell	Mauston. Elroy. Mauston.
Kenosha	Kenosha	W. J. Hoching John C. Slater Albert Buckmaster	Kenosha. Kenosha. Kenosha.
Kewaunee	Kewaunee	Joseph J. Schultz. John M. Borgman Joseph Jirtel.	Kewaunce. Kewaunce. Kewaunce.
La Crosse	La Crosse	Harry Spence. F. H. Fowler. Frank Winter	La Crosse. La Crosse. La Crosse.
La Fayette	Darlington	W. G. Mase Daniel McConnell Dr. D. W. Hogue	Darlington. Darlington. Darlington

DIRECTORY OF LOCAL EXAMINERS--Continued.

County.	Examination Center.	Local Examiner.	Post Office.
Langlade	Antigo	C. O. Marsh T. W. Hogan	Antigo. Antigo.
Lincoln	Merrill	Supt. D. E. Roberts	Merrill. Merrill. Merrill.
Manitowoc	Manitowoc	J. F. Taugher. Archie Nash. William Rathsack.	Manitowoc, Manitowoc, Manitowoc,
Marathon	Wausau	Anton MehlS. B. Tobey	Wausau. Wausau.
Marinette	Marinette	G. H. LandgrafElmer Grimmer. C. R. Johnston.	Marinette. Marinette. Marinette.
Marquette	Montello	A. J. Barry. J. H. Wheelock M. G. Ellison.	Montello. Westfield. Montello.
Milwaukee	Milwaukee	Patrick Donnelly	Milwaukee. Milwaukee.
Monroe	Sparta	R. B. McCoy I. B. Davles H. J. Skinner.	Sparta. Sparta. Sparta.
Oconto	Oconto	L. C. Harvey W. H. Young Fred Shedler	Oconto. Oconto. Oconto.
Oneida	Rhinelander	F. A. Lowell	Rhinelander. Rhinelander. Rhinelander.
Outagamie	Appleton	Charles W. Treat David Hammell Humphrey Pierce	Appleton. Appleton. Appleton.
Ozaukee	Port Washington	A. A. Blandin E. R. Smith J. E. Uselding	Pt. Washington.
Pepin	Durand	Fannie Spooner. W. B. Newcomb. C. A. Ingram.	Durand. Durand. Durand.
Pierce	Elisworth	A. J. Ingli R. D. Morton Wm. W. Clark	Ellsworth, Ellsworth, Ellsworth,
Polk	St. Croix Falls	C. W. Monty C. W. Staples Dr. F. W. Walker	St. Croix Falls. Osceola. St. Croix Falls.
Portage	Stevens Point	F. K. Sechrist A. E. Bourn Henry Finch	Stevens Point. Stevens Point. Stevens Point.
Price	Phillips	E. W. Murray Charles E. Tobey. Nathan Lane	Phillips. Phillips. Phillips.
Racine	Racine	E. M. BlackhurstA. C. Hanson W. W. Storms	Racine. Racine. Racine.
Richland	Richland Center.	A. Thompson F. H. Pratt Frank Nee	Richland Center. Richland Center. Richland Center.

DIRECTORY OF LOCAL EXAMINERS -Continued.

County.	Examination Center.	Local Examiner.	Post Office.
Rock	Janesville	John Arbuthnot	Janesville. Janesville, Janesville.
Rusk	Ladysmith	W. N. Mackin. F. E. Munroe Grover Feist.	Ladysmith. Ladysmith. Murry.
t. Croix	Hudson	Louis Blegen	Hudson. Hudson.
Sauk	. Baraboo	R. B. Griggs. G. F. Snyder. C. H. Evenson.	Baraboo. Reedsburg. Baraboo.
Sauk	Spring Green	Bern. McNulty	Spring Green. Spring Green.
Sawyer	. Hayward	William A. Light	Hayward. Hayward.
Shawano	. Shawano	L. D. Roberts. H. W. Partlow. O. O. Weigand.	Shawano. Shawano. Shawano.
Sheboygan	. Sheboygan	H. F. Leverenz	Sheboygan. Sheboygan. Sheboygan.
Taylor	Medford	G. W. Adams M. A. Buckley	Medford. Medford.
Trempealeau	Whitehall	P. H. Johnson E. J. Brovold J. f. Dewey	Whitehall. Ettrick. Arcadia.
Vernon	Viroqua	II. L. Gardner Frank Graves	Viroqua. Viroqua. Viroqua.
Vilas	Eagle River	Grant Cook. James Morgan. A. J. Austin	Eagle River. Eagle River. Eagle River.
Walworth	Elkhorn	John G. Voss	Elkhorn. Elkhorn.
Washburn	Shell Lake	Wm. Kloster J. M. Smith J. H. Shields	Shell Lake. Shell Lake.
Washington	West Bend	F. W. Bucklin. D. E. McLane. W. R. Rix	West Bend. West Bend. West Bend.
Waukesu i	Waukesha	S. R. Ray E. W. Malone D. J. Hemlock	•
Waupaca	Waupaca	C. M. Boyles. W. E. Fisher. Charles Stinehfield.	Waupaca. Waupaca. Waupaca.
Waushara	Wautoma	' G. M. Byse T. H. Patterson	
Winnebago	Oshkosh	B. Mack Dresden	Oshkosh. Oshkosh.
Wood	Grand Rapids	M. H. Jackson C. S. Vedder J. W. Conway	Grand Rapids. Marshfield. Grand Rapids.

PART I.

Report of the Civil Service Commission.



REPORT OF THE CIVIL SERVICE COMMISSION.

Madison, Wis., Nov. 20, 1908.

To The Governor:

In accordance with the requirements of law, the Civil Service Commission submits the following as its second biennial report:

CLASSIFICATION.

The civil service law divides the entire service of the state rate the classified and the unclassified service; the unclassified service is not under the jurisdiction of the Civil Service Comcussion, and includes,

Unclassified service

	Positions
In the University	376
In normal schools	172
In all other departments	75
The total number of positions being	623

This service cost the state during the year ending July, 1908 approximately, \$900,000.

Classified service

The classified service of the state includes all positions in the exempt class, labor class, non-competitive class, competitive class, and legislative employees class. There are in this class 1.400 positions; this service cost the state for the year ending July, 1905, a little more than \$1,000,000.

General Report of the Commission.		
The exempt class includes,	Na - 141	
In penal and charitable institutions	. 2	
The total number of exempt positions being	75	
In all doubtful cases it has been the policy of the sion to retain positions in the competitive class unti- been found by actual trial impracticable to fill them I petitive examination. Of the above enumerated positi- following have been classified by rule as exempt:	l it ha by com	
Exemptions	-	
r P	ositions	
Special agent for the Railroad Commission Examiners for state teachers' certificates, appointed by the	. 1	
state superintendent, for occasional service	. 3	
Special counsel for the State Dairy and Food Commission for occasional service.	. 1	
Local examiners for the State Civil Service Commission at \$3.00 per day, rendering on the average 3 days of service annually	!	
In penal and charitable institutions, the chaplain In the University, the registrar	2	
The labor class includes,		
In penal and charitable institutions	ositions 229	
In the University, on the average	60	
In the Capitol		
The total number being	308	
The competitive class includes,		
In penal and charitable institutions	ositions	
In the University		
In all other departments	348	
The total number being	492	
The non-competitive class includes,		
	ositions 61	
In penal and charitable institutions In the University	1	
In all other departments	17	
The total number being	79	

Positions classified as non-competitive

The Commission has from time to time classified certain positions as non-competitive where the service was temporary or new or experimental in character.

Two positions as special agent in the Bureau of Labor and Industrial Statistics were so classified for the following reasons:—the compensation was low; the work was of a temporary character; the person selected must have had special training in re-search and statistical work; the investigations were experimental in their nature.

For these reasons it was thought best to leave the appointing officer free to nominate some one to do this work. These appointments were for limited periods of time not to exceed one year.

Two positions as stenographer in the University were temporarily classified as non-competitive, the persons appointed being required to take non-competitive examinations and later to qualify in a competitive examination when such competitive examination was offered. These positions were so classified temporarily to meet an emergency.

The Commission has placed all positions under appointment by the Tax Commission in connection with determining the value of steam and electric railways, in the non-competitive class. This action was taken for the following reasons: The work of determining the value of street railways is new and experimental in character. The service is technical in its nature. Previous experience in connection with the value of steam and electric railways in other states is necessary, and for that reason it will be necessary to appoint some persons not residents of the state, of Wisconsin. The majority of persons thus far appointed for this work are young men, graduates of engineering courses in the University of Wisconsin and in the University of Purdue.

The argument for retaining all of these positions in the non-competitive class is not so strong as was the argument for placing them in that class at the outset. The routine work of the Tax and Railraod Commission in determining the value of steam and electric roads in Wisconsin is now on a fairly well estab-

lished basis, and the various kinds of service to be rendered in connection with this work may now be easily classified and defined. The experts in charge have now had sufficient experience to make it practicable for them to assist in preparing reasonable and suitable tests for competitive selection. It will therefore be the policy of the commission as soon as it is found practicable to do so, to return these positions to the competitive class as vacancies occur beginning with those of a subordinate and clerical nature.

EXAMINATIONS.

The Commission held 107 competitive examinations during the 18 months ending July 1, 1908. During that period 3,547 persons made application for examination. Of this number 3,037 persons appeared for examination and of these 1,561 obtained positions on eligible lists.

These examinations have been successful in varying degrees, the degree of success depending upon the character of the examination submitted, the character of service to be rendered and the compensation offered.

While it will never be possible to reduce the system of selection by examination to an exact science, yet we believe that definite progress has been made, and it is our experience that relative fitness can under normal conditions be determined with reasonable certainty by means of the competitive methods now employed. The objection frequently made that the personal element cannot be arrived at through written examination is met in all examinations held by this commission by requiring and giving due weight to the statement of personal experience which the applicant makes under oath and by including in such examinations questions which can be answered only by candidates who have had appropriate previous experience. Civil Service methods of selection by examination are in advance of methods usually employed by business men on the one hand, and by colleges and school superintendents on the other. business man makes his choice depend largely upon the recommendations of friends or business acquaintances, together with

the personal bearing of the applicant. The college makes no specific provision for the personal element in its collegiate examinations and is likely to make its choice of instructors depend almost entirely upon their scholastic attainments, evidenced by degrees obtained resulting from written examinations and theses. Teachers in the public schools qualify by means of scholastic written examinations. Previous experience and the personal element indirectly affect the results in these cases, but few examiners, if any, give a special credit or standing for experience or personal fitness in the certificates issued to teachers.

The Civil Service Commission in its examinations combines the methods of business men with the methods of the college. It gives a distinct and separate credit in examination for successful experience. It gives also a written examination practical in its nature and directed solely to the knowledge that is required in the work to be performed.

To insure certainty in the results of the examination the Commission makes provision for an oral interview between the local examiner and each candidate relative to the candidate's previous experience and personal history. By this means, in rare instances, persons defective in character and habits are detected when all other methods fail. As a rule, such persons would not have had a previous successful experience, and it is generally found that those who have rendered previous satisfactory service possess satisfactory personal qualifications. conclusion reached by the examiner in a personal interview is usually the same conclusion that is reached by examiners who mark the experience papers of candidates. Nevertheless, the Commission, for the purpose of protecting the state, in rare and exceptional cases, and because the oral interview reinforces and strengthens the conclusions reached in the written examination, believes that the oral interview should form a part of every written examination wherever it is practicable to require

Relative merit is determined with much more certainty when election in made for some specific position where the requirements or qualifications are of a definite character. It is much

less a problem to select a physician, an attorney, an engineer, or a trained nurse or draughtsman, than to select general clerks. The attorney either knows the law and is successful in its practice or he does not know the law or has been unsuccessful in its practice. A physician either knows medicine and is successful in its practice or he does not possess the technical knowledge which may be required, or has been unsuccessful in its practice. Here, the tests are for exact knowledge and skill and for previous successful experience easily discoverable. On the other hand, it has been found necessary thus far in the competitive examinations for the position of clerk, to give tests in a variety of subjects to persons who differ widely in the character of their previous clerical experience. The work of a general clerk is not a profession. The duties are not always clearly defined. The abilities necessary to success are not always easily determined. It is fortunate that the tendency in all of the departments of government is toward specialization. It is unfortunate that this tendency is retarded somewhat by the fact that the various administrative functions of government are distributed to a large number of comparatively small independent departments having too limited a jurisdiction to permit of a high degree of specialization within that jurisdiction.

The Commission has failed to procure a sufficient number of satisfactory applications for certain positions where the compensation is not commensurate with the character of the service to be performed. There are in the three state hospitals for the insane and feeble minded 197 persons employed as attendants. Women attendants receive on an average \$24 a month and maintenance. The men receive on an average \$28.50 per month and maintenance. Changes are frequent. In one month eighty separated from the service in the Northern Hospital at Winnebago. There are on the average nine patients for each attendant employed. The attendant is the only one in the institution who is compelled to be in hourly contact with the patients. While their welfare, of course, depends in general upon the administration of the hospital in which they are confined, their immediate peace of mind depends upon the char-

acter of those who are employed to attend upon their personal needs and who hold a personal and daily relation with them. The service is necessarily depressing, the wages are as low as any laborer in these institutions receives, and insufficient inducement in the way of promotion is given employees to remain in the institution. Nor is there any opportunity offered by the institution in the way of self-improvement such as is offered in certain states where schools for nurses are maintained. Laborers in penal and charitable institutions, when employed for temporary service receive on the average \$1.50 per day and maintenance or about \$40.00 a month and maintenance. gineers, firemen, plumbers, carpenters and painters all receive better compensation than is provided for attendants. Under these conditions it has been found impracticable to select attendants by competitive written examination. Candidates have been required only to file an application with the Commission giving references and containing a statement of their experience and education. The method has been quite similar to that employed in selecting laborers. Yet with these very mild requirements, an insufficient number of persons has made application. Under the provisions of section 13 heads of penal and charitable institutions are permitted to make appointments when there is no suitable eligible list and nearly all of the attendants positions have been filled under the authority of this section.

Low salaries

The compensation offered by the state for certain kinds of service is less than the average wages paid by men in private enterprises. Assistant engineers in penal and charitable institutions receive on the average \$50.00 and maintenance. This is less than the average wage paid by various manufacturing concerns, as shown by the report of the commissioner of labor and industrial statistics. Moreover, the wages paid to assistant engineers are insufficient to bring into the service men having the education and qualifications sufficient to warrant their promotion in the event of a vacancy in the position of chief engineer. The fact that the position of assistant engineer does

not offer opportunity for promotion presents an additional difficulty in the filling of these positions. The Commission has received a sufficient number of applications and has at all times had a sufficient number of suitable persons on its eligible list of engineers, but the wages paid have not been attractive to a majority of them. The Commission has consequently been obliged to hold several examinations for this position during the past eighteen months.

TEMPORARY EMPLOYMENTS.

A statement showing all appointments and separations from the service in all departments, except penal and charitable institutions, will be found in the appendix. The Commission has found it difficult to make this record complete for the reason that officers occasionally fail to give complete information concerning separations, especially in the case of temporary employments. Attention is called to the great number and variety of temporary appointments in the service as shown in the above mentioned statement. The Commission finds little difficulty in securing by competitive examination a sufficient number of competent persons willing to accept steady work at current wages, but the problem becomes more serious in the filling of positions where the service lasts from one to five months. There were more than 150 University students employed in the University during the bi-ennial period just closed under the provision of the rule classifying bona fide students, receiving not to exceed \$25.00 a month, as exempt. The compensation of these students ranges from 15e to 40e an hour in various clerical, labor and technical occupations, as draughtsman, laboratory assistant, etc. The University also employs more than 150 other persons in various temporary employments as draughtsman, clerk, stenographer, laborer, charwoman, berrypicker, etc. The Commission has tried to keep a complete roster of names of all persons thus employed and has, so far as practicable, made certification from eligible lists for such temporary employments. Considering the great number of such employments and the great variety of conditions under which

they have been made, considering also the limited office force of the Civil Service Commission, it is a matter of surprise that there has not been friction arising from errors and misunderstanding between appointing officers and the Civil Service Commission. The work of the Commission would be lightened if these positions were by rule removed from its jurisdiction, but there are ultimate advantages in retaining these positions in the competitive class. Each year the Commission is by experience better prepared to supply help for temporary work as it is needed. Then too, the Commission, under the present arrangement, is enabled to prevent temporary employments from becoming permanent except through the regular competitive channels.

The state can never receive so good service from temporary employees as it receives from those regularly in the service who by experience and training are qualified to undertake the work in hand without waste of time or energy. The percentage of error in the work of new and temporary employees is much larger than is that of persons on the regular pay roll. No matter how efficient he may become, no matter how much promise there is in him, no matter how competent he may have been in some previous employment, a new employee necessarily wastes time in getting himself adjusted to new conditions. former years students were frequently employed for occasional service as clerks in the Capitol. This practice is now almost entirely done away with. Temporary employments in the Capitol have almost entirely ceased except in so far as it may oceasionally be necessary to employ a substitute in the absence of a regular employee. Officers who have had experience before and after the Civil Service law took effect, testify that under the present system there has been a great saving to the

The fact that the administrative branch of the government is subdivided into several independent bureaus, commissions and departments, makes it difficult for the state to assign to each of the various employees of the state his proportionate and just share of the work to be done and makes it impossible to secure an equitable adjustment of responsibilities, duties

and salaries. The work of the various departments is not uniform throughout the year. There are periods of stress succeeding periods of comparative inactivity. These periods of stress do not come at the same time of year in the various departments and institutions. Extra work is frequently put upon a department, unforeseen responsibilities and duties are thrust upon officers and employees and all of these emergencies must be met in some way or other. When one department is rushed with work, another may be having a very easy time of it. any large commercial enterprise there would in that event be a compensatory shifting of the service, and readjustments would be constantly made throughout the various branches of such an institution. But the various departments of the state government are comparatively independent of each other and there is not a community of interests resulting from some central unifying authority. Each commission, board or department looks out for itself both in the matter of securing legislation to provide for exigencies that arise in the department and in the matter of securing employees for the work.

Then there are various technical services to be rendered here and there only occasionally. For example, it would not be practicable for any one department in the Capitol to keep on its pay roll an expert proofreader to read the proof for that department alone. Yet there is enough of this work to be done to keep one such expert employed continuously throughout the year. Certain departments have in the past employed for temporary service some one to do the work of proofreading and indexing important publications. The compensation in such cases is almost invariably higher than it would average for a permanent employee and it cannot be expected that the work will be done as well or as expeditiously, as by one who is making that his business throughout the year. Frequently officers in the Capitol find it necessary to employ expert stenographers for brief periods of time to take hearings. pensation for such work by the folio is proportionately higher than that received by regular employees. There is a sufficient amount of this work each year to keep two or three expert stenographers continuously employed. Temporary vacancies

sometimes occur in clerical positions as a result of illness, leaves of absence, etc. If one or two competent clerks were constantly available, they could be kept employed almost continuously going from one department to another or receiving overflow work of various departments at some central point. Temporary employments in the Capitol during the year ending July, 1908, of clerks and stenographers cost the state \$4,000. This sum probably could have better been invested in retaining on the staff of the Civil Service Commission or on the staff of some other department an expert proof reader, and two or three competent clerks and stenographers. There was a large number of temporary employments in the University during the same period. The Commission frequently receives urgent calls for stenographers for temporary service and is often unable to certify names, not because there are not names on the eligible list but because competent stenographers are not available for brief periods of time. The result is that public stenographers are employed and are paid high wages by the folio for such work. Of course, if the Commission had in its employ, by authority of law, two or three extra clerks it would probably not even then be able to satisfy all of the urgent demands that might be made, but such arrangement would certainly provide relief in a very large number of instances. Of course, the legislature might increase the appropriations for the various departments in the Capitol, thus enabling them to employ more help; but this would be a very much more expensive arrangement because extra help in many of the departments is needed only occasionally for emergency work.

The Commission has found it impracticable to have suitable eligible lists in readiness for all positions. New positions are from time to time created of which the Commission can have no knowledge until so advised by the proper officer having power of appointment. For certain positions the Commission finds that a more desirable class of candidates appears when it is known that a vacancy actually exists to be filled from the list resulting from the pending examination. To make it a practice to secure an eligible list for a single position which may not be vacant for several years involves what seems like unneces-

sary expense to the state and certain disappointment to successful candidates. But, on the other hand, failure on the part of the Commission to have a suitable eligible list in readiness enables officers to avail themselves of the provisions of section 17 which permits a temporary appointment for a period of not to exceed two months in case the Commission is unable to certify a list of eligible persons.

It is well understood that a temporary appointee to a competitive position gains some advantage over other competitors through the experience which such temporary employment gives him; and his permanent appointment is usually a foregone conclusion provided he succeeds in getting as high as third place on the list.

Whenever by neglecting to inform the Commission promptly of the needs of the service an officer makes it possible to give some favored person the advantage of a temporary appointment, he subjects himself and this Commission to criticism and helps to defeat the true purpose of the law. An alert and progressive administration will naturally tend to reduce the number of such temporary employments. But the Commission can never hope to reduce them to the minimum so long as any officer fails to give notice of the needs of the service at the earliest possible date.

LOCAL REGISTRATION OFFICES.

The Civil Service Law authorizes the Commission to "establish separate labor lists for various localities, institutions and departments." Until late in the year of 1907 no definite steps had been taken to provide such lists. In the meantime many appointments were being made in the penal and charitable institutions to various subordinate and labor positions of persons not registered with the Commission. There being some doubt expressed as to the feasibility of keeping and maintaining satisfactory local lists, Commissioner Cunningham consented to make the experiment at Chippewa Falls before any general policy should be adopted. He gave the Commission free use of the columns of his paper for the purpose of locally advertising the

needs of the service and within a short time was able to report a summent and satisfactory local labor list. The system proved summently successful there to warrant the Commission in establishing a similar local registration onice at Oshkosh under the direction of the local board of examiners at that place. We believe the present system of filling labor positions is entirely practicable and reasonable and that we shall find no dimensty in taking care of the service as soon as candidates become familiar with the required procedure.

CERTIFICATION OF PAYROLLS.

The Civil Service Law provides:

"It shall be unlawful for the Secretary of State or other fiscal officer of this state to draw, sign, or issue, or to authorize the drawing, signing or issuing or any warrant on the treasurer or other discursing officer of the state, or for the treasurer or other discursing officer of the state to pay any sainty or compensation to any officer, cierk, employee or other person in the classified service of the state, unless an estimate, pay roll or account for such salary or compensation containing the names of every person to be paid, shall bear the certificate of the Civil Service Commission that the persons named in such estimate, pay roll, or account, have been appointed, employed, reinstated, or promoted in pursuance of this act."

From time to time questions have arisen in reference to the exact extent of the application of this provision.

In the case of the bill of J. W. Stone, state game warden, for \$300.00 paid by him to A. C. Titus, assistant attorney-general, for services rendered in compiling the fish and game laws, the attorney-general ruled (see page 174 of this report) that the bill of A. C. Titus or of J. W. Stone did not require the certification of the Civil Service Commission for the reason that the compilation of the fish and game laws was a "contract job." The Commission has assumed that where contracts for employment carry with them the furnishing of material and the performance and completion of work according to specifications, such employments do not fall within the classified service and are not under the jurisdiction of the Civil Service Commission. But usually such contracts are made as a result of competitive bids in the open market. The lump sum is previously named and the contractor undertakes to supply men, machinery and ma-

terials. In the case of large contracts the employments are competitive. The opinion of the attorney general rendered in the Titus case leaves the Commission somewhat in doubt in reference to what constitutes a contract having such distinguishing characteristics as clearly remove it from the classified service.

It is at the present time the practice of some officers to include in their expense accounts claims for money paid out to employees, the names of such employees not appearing in the expense account. It is not believed that officers have thus far made use of this means for the purpose of enabling them to pay employees who have been appointed contrary to the provisions of the Civil Service Law, but the practice makes evasion possible and prevents the Civil Service Commission from having a full and complete record of all employments in the classified service.

Removals.

The Wisconsin Civil Service Law provides:

"No subordinate or employee in the competitive class, non-competitive class or labor class * * * shall be removed * * * except for just cause which shall not be religious or political. In all cases of removal the appointing officer shall at the time of such action, furnish to the subordinate his reasons for the same and allow him a reasonable time in which to make an explanation. The reasons for removal and the answer thereto shall be filed in writing with the commission."

In the case of Wagner vs. Dahl, an action brought by a dismissed employee in the treasury department for reinstatement, the circuit court for Dane County held that under this provision a removed employee has the right to have a jury of twelve men pass upon the question whether he has been removed for just cause. In this case, an account of which is given in the appendix, the attorney-general refused to defend the officer holding that it is just as reasonable for him to defend the removed employee as it is for him to defend the head of a department, and the expense of the trial was borne, not by the state, but by the officer making the removal. The attorney-general has also ruled that this Commission is without power to examine into the justness of removals or to order a reinstatement of an employee unjustly removed.

There is ground for apprehension that the removal clause as now interpreted by the court, joined with the refusal of the attorney-general to represent and defend the heads of state departments in litigation growing out of removals, may have the effect to retain in the service some incompetent and unworthy employees. On the other hand this Commission is of the opinion that no amendment of the law is desirable that would allow the head of a department to arbitrarily dismiss a faithful, efficient employee without giving him an opportunity to be heard The problem presented is how to permit the in his defense. head of a department to remove an incompetent or insubordinate employee if such should be found in the service, without the ex-Pense and delay of a jury trial and at the same time to protect competent, efficient, trustworthy employees in their rights. is of prime importance to the state that the standard of service of its employees should be the highest and that incompetent men should not be retained. It is also of importance to the state that those who have proven faithful and worthy should be protected in their tenure. It is to the interest of the head of the department, the employee and the state that the question of the rightfulness of the discharge of the employee be quickly and We believe that if the law were inexpensively determined. amended so as to give the Civil Service Commission jurisdiction to act in the matter, such a hearing could be given without delay and without expense to any of the parties interested.

Our recommendations therefore, in reference to removals are:

- 1. No subordinate or employee in the competitive class, non-competitive class or the labor class, should be removed, discharged or reduced in pay or position because of his religious or political affiliations or opinions, or because of his refusal to make contributions of money or services for political purposes, or for any other political or religious reason.
- 2. That the appointing officer should have power to suspend the employee pending removal, but successive suspensions upon the same charge or complaint should not be made.
 - 3. That before removal is made, the reasons therefor should 2—c. s.

be transmitted in writing to the employee and a reasonable time, not exceeding five days, allowed him in which to make answer thereto in writing.

- 4. The reasons assigned for removal should be stated specifically and should not be mere general allegations of incompetency, neglect of duty, insubordination or immorality.
- 5. That the reasons for removal and the answer thereto, if answer has been made in writing, should forthwith be filed with the Civil Service Commission.
- 6. That upon the filing of such reasons for removal and the answer thereto the Civil Service Commission should be given authority to determine whether the removal is for a cause that will conduce to the betterment of the service, and whether the required procedure has been complied with. The Commission should thereupon forthwith approve or disapprove the order of removal, except that it might, in its discretion, investigate the cause of any removal and if it found that such removal was without just cause, it should refuse to approve the order. But no trial should be had, or examination of witnesses except such as might be ordered by the Commission in the course of such investigation. The decision of the Commission should in all cases be final except that when the dismissed employee should file a verified answer alleging that his removal was for political or religious reasons, either the removing officer or the employee should have the option to have the fact, whether or not such removal was for political or religious reasons, passed upon by a court of competent jurisdiction instead of by the Commission.

THE LAW IN RELATION TO THE POSITION OF GAME WARDEN.

Section 3 of Rule 11 provides that "In certifying from the eligible list for Deputy Game Warden, Oil Inspector and Deputy Treasury Agents, where the service is confined to a locality, the secretary of the Commision shall, upon the request of the appointing officer, give preference in certification to the persons residing in the district in which the service is required." In accordance with the provisions of this rule, the Commission

holds competitive examinations in and for districts named when request is made for certification, and such examinations are held only when vacancies actually occur. It is the experience of the Commission that more desirable applicants appear for examination when it is known that a vacancy actually exists to be filled as result of such examination.

There has been an understanding with the State Game Warden that temporary appointments will not be made by him under the provisions of Section 17, Par. 1, pending the preparation of an eligible list, but that the filling of the position shall be delayed, if possible, until the Commission is given an opportunity to prepare such list. There is at present no established rule laid down by law or by the State Game Warden determining the boundaries of game warden districts. condition of affairs leaves the State Game Warden free to define the boundary of the districts in which the examination is to be held at the time the request is made for certification and appointment. This indefinite arrangement may, if it continues, permit evasions of the spirit of the Civil Service Law and render it possible to secure the appointment of persons specially favored by the appointing officer. The Commission believes that no injury to the service would result if the state were by law divided into a minimum number of game warden districts of area in inverse proportion to the amount of fish and game found in such territory, leaving each position to be filled by competitive examination of persons residing within the boundaries of the district, the State Game Warden being left free to make additional appointments, when additional deputies are needed, from an eligible list for the state at large.

Section 1, Chap. 404, Laws of 1905, provides that "Deputy Fish and Game Wardens shall be provided with a commission issued by the State Fish and Game Warden. * * Such commission shall contain the date on which the term for which said deputy fish and game warden is appointed shall expire." Under this provision of law State Game Wardens have issued commissions to deputies for one and two years and in some instances when commissions have expired, they have not been reissued nor has any notice been filed with the Civil Service

Commission of the removal of such deputies, nor has any notice been filed giving reasons why such commissions were not reissued. It is believed that the term of office named in the commission having expired, the separation of the employee from the service is not technically a dismissal and that, therefore, the Game Warden is not obliged to file his reasons with the Commission or to file any notice of such separation from the service. In order to prevent litigation in reference to this matter, and in order to insure the same protection to deputy game wardens as is given to other employees in the service, it would be well if this law were so amended as to make it mandatory either that the commission shall be reissued immediately upon its expiration or that reasons be submitted for failure to reissue such commission, the same as are required in cases of removal.

OIL INSPECTION DISTRICTS.

The law relating to oil inspection districts leaves it to the State Oil Inspector and Governor to designate the boundaries of such districts. During the past year the State Oil Inspector has, with the consent of the governor, made certain changes climinating certain districts, reducing the size of some and increasing the area of others. This action has resulted in removing several oil inspectors from office has reduced the income of others and has increased the income of a few. After changing these boundaries, the Oil Inspector has notified the Commission of the reinstatement of certain districts and of the reinstatement of former incumbents. Frequent changes in oil inspection districts are not desirable inasmuch as the means of transportation throughout the state are well established and are likely to remain without much modification. These oil inspection districts might be fixed by law and remain fixed without in any way doing injury to the service. As things now stand there is opportunity for such a gerrymandering of districts as might result in ousting some civil service employees and increasing the compensation of others without going through the forms of law provided for in cases of removal.

THE WORK AND METHOD OF COMPENSATING THE COMMISSION.

During the past year the Commission had an office force consisting usually of four persons, never to exceed five. During that time it sent out more than 150,000 pieces of mail and examined the papers of over 2,000 applicants. 1,500 names each month have appeared on the pay roll to be checked and certified by the Civil Service Commission. 107 examinations have been prepared, advertised and held. 511 laborers have registered for service. Over 500 certifications for appointment have been made. A large number of non-competitive examinations has been given.

We are of the unanimous opinion that the present method of compensating the members of this Commission is bad, that it is indefensible from any standpoint and should be changed. services rendered are of such a character that under the present system of compensation, it is difficult, if not impossible, to make a complete itemized statement thereof. Not a day passes that the members of this Commission do not give careful thought to the duties devolving upon them. The secretary is in constant communication with the commissioners, reporting the business transacted in the office and laying before them important matters awaiting their official action. These matters before action thereon require the most careful consideration by the commissioners. Sometimes that consideration is given in the places of private business of the commissioners, but more often on the way to and from their places of business, in the quiet of their homes and in other places where their minds are not distracted by their own personal business. Whenever, or wherever performed, the state gets the benefit of such services and should pay for them. It is, however, most difficult to tabulate these services in such form that one can present a sworn statement thereof in order to secure the compensation provided by law. The result has been that usually only such days have been charged for as have taken considerable time of the commissioners away from their private business, and a large, and prob-

ably the most valuable, portion of the services of the commissieners has not been paid for.

Another reason why the salaries should be a fixed sum is that no officer should be allowed, or required, to pass upon and virtually fix his own compensation. Neither should it ever be within the power of an auditing officer to hold up the pay of any commissioner for the purpose of influencing or coercing his action. Whatever compensation the Legislature, in its wisdom, may see fit to provide for the members of the Commission, should be definite and paid as other salaries are paid. It will be seen from the statement given below that Wisconsin pays her commissioners, even if they draw the full per diem, less than 30% of the average salaries paid the Civil Service commissioners of the states of New York, Massachusetts, New Jersey and Illinois, of the United States Commission and the commissions of the cities of New York, Philadelphia and Chicago. We believe that the character and amount of work done by this Commission compare favorably at least with that of several of the commissions named above. The state ought to pay salaries sufficient to enable the commissioners to devote whatever time may be necessary to properly perform whatever duties devolve upon them. The president of the Commission should, in our judgment, always be accessible to the secretary. This, of course, could not be expected at the present salary. But whatever the salaries, whether more or less than now paid, they should be fixed and definite.

This Commission is of the opinion that its secretary and chief examiner is inadequately paid. The duties of his combined position are most exacting. To successfully fill it one must have rare administrative ability and must possess absolute integrity. Both of these primary qualities we believe our secretary possesses. Knowing the amount and character of the services performed by him, and believing, as we have the best of grounds to believe, that no commission in the United States has his superior, if, indeed, his equal, we feel that the state has been most fortunate in securing and retaining his services in this position. It cannot hope to retain him long at his present salary, when, as

we believe, his services have a much larger commercial value. He should be paid what his services are fairly worth, and if, for any reason, he should be separated from the service, the salary attached to the position ought to be sufficient to enable the Commission to procure one possessing the same high qualifications to fill the position. A commission cannot be better than its secretary and chief examiner. Its success or failure depends, in large degree, upon him. We give below a statement of the salaries paid other secretaries and chief examiners, from which it will be seen that he is paid considerably less than others occupying similar positions elsewhere are paid:

	Annual salary of president.	Annual sala of commis sioners.	
Philadelphia New York City Chicago U.S. commissioner Illinois (state) New York (state) Massachusetts (state) New Jersey (state) Wisconsin (per diem not exceeding)	\$5, 000 6,000 5,000 4,500 3,000 3,000 1,500 2,500 1,000	(1) \$3,00 (3) 5,00 (2) 3,00 (2) 4,00 (2) 3,00 (2) 3,00 (2) 3,00 (2) 1,30 (2) 2,00 (2) 2,00 (2) ber diem no	0

The Civil Service Commission is under obligation to the officers of the United States Civil Service Commission and to the secretaries and examiners of the New York, Massachusetts and Illinois Commissions, as well as to Mr. Elliott II. Goodwin of the National Civil Service Reform League for valuable suggestions relative to examinations and various administrative problems.

The Commission wishes also to acknowledge its obligation to the Chicago Municipal Civil Service Commission for holding examinations for it of Wisconsin citizens who found it impossible to take examinations in this state.

The Commission gratefully acknowledges the valuable service that has been rendered by over five hundred newspapers in Wis-

consin in giving publicity to its work and in bringing forthcoming examinations to the attention of candidates.

And finally, we wish to acknowledge our indebtedness to the local examiners and to various other persons in and out of the service for their cordial co-operation with us in this work.

Respectfully submitted,

Otto Gaffron,
 T. J. Cunningham,
 C. E. Buell,
 Commissioners.

PART II.

Minutes of Meetings of the Commission.

Amendments to Rules and Regulations.

MINUTES OF THE MEETINGS OF THE COMMISSION.

December 12, 1906.

Hon. Walter Houser requested the promotion of J. H. Healy to the position of chief clerk made vacant by the resignation of C. K. Lush.

The request of thom. James A. Frear for a hearing to exempt the position of chief clerk in the office of the Secretary of State was laid before the Commission. Action was deferred.

Adjourned to Tuesday, December 18th.

December 18, 1906.

The request of Hon James A. Frear for a hearing at which arguments may be presented in reference to the exemption of the position of chief clerk in the office of the Secretary of State was granted. The president reported that he had written a letter to Mr. Frear asking bereats a name the day for such hearing.

The Secretary reported that a latter had been written to Mr. Healy asking here to name the day on which he would be prepared to take the monecompetitive promotion examination for the position of elections and there we reply from Mr. Healy and yet here to a ved.

W - 6 % 6 29, 1906.

The Stort of v. S. v. Commission may be much the call of the resident to the color manufactor of the received that Attorney General to the effect that certain positions

in the appointment of the legislature must be filled by competitive examination. An examination was ordered advertised to be held on January 8, 1907.

January 16, 1907.

The Secretary laid before the Commission a complete report of all certifications and official actions for the period beginning December 1, 1906, and ending January 16, 1907.

A communication from the Secretary of State, Hon. James A. Frear, asking that the position of chief clerk be classified as exempt was received. It was voted to advertise a hearing to consider the exemption of this position on Jan. 30, 1907. Action was taken authorizing a temporary appointment to be made to this position pending the filling of the position by promotion or competitive examination or exemption as the case might be.

The chief examiner was instructed to prepare a non-competitive promotion examination for Paul Gurnee for position of actuary in the office of the insurance commissioner.

The request of the insurance commissioner for promotion of Wm. G. End to the position of chief clerk was granted subject to non-competitive promotion examination.

The commissioner of labor and industrial statistics, Hon. J. D. Beck, having appointed Miss Myrtle Shanks at a salary of \$75 a month for two months as chief clerk in charge of the preparation of the Blue Book, question was raised as to the validity of this appointment. The appointment was ratified, Commissioners Gaffron and Sparling voting aye, Commissioner Cunningham voting no.

Request having been received for authority to appoint a teacher in the Industrial School for Girls under the provisions of Section 13 when there is no eligible list, action was taken instructing the examiner to make arrangements to have the status of teachers in state institutions brought formally before the Commission at its March meeting to be finally acted upon. The Secretary was instructed to bring the matter to the attention of all persons interested.

Request having been received from Geo. E. Fess by his attorneys for non-competitive examination as deputy oil inspector the Secretary was instructed to submit the question to the Attorney General whether or not it is proper for the Commission to give Mr. Fess a non-competitive examination, he having been separated from the service.

The members of the state tax commission and of the rail-road commission appeared before the Civil Service Commission asking that all persons employed by the state tax commission and by the state railroad commission in determining the physical valuation of the Milwaukee Street Railway system and other street railway systems of Wisconsin be placed in the non-competitive class for one year. Action was taken granting this request, Commissioners Gaffron and Sparling voting aye and Commissioner Cunningham voting no.

Amendments to the Civil Service Rules and Regulations were adopted in accordance with this action and submitted to the Governor for his approval. The above action was taken for the following reasons:

Limited funds and limited time make it impracticable to offer examination for these positions, the work being experimental, it is difficult to get at the qualifications necessary for these positions. It further appears that many of these positions must be filled by appointing persons not residing in the state of Wisconsin, namely, persons having had experience in determining the valuation of railway property in other states.

The request of the commissioner of insurance for authority to make a temporary appointment in the office of the insurance commissioner to the position of examiner pending competitive examination to fill the place was granted. The chief examiner was authorized to advertise and prepare a competitive examination to fill the position of examiner in the office of the insurance commissioner when made vacant by the promotion of Wm. G. End.

The chief examiner was also instructed to advertise examinations for assistant state veterinarian and assistant state chemist.

Request having been received by the insurance commissioner for the transfer of L. A. Anderson, employed in the office of the state tax commission as statistician, to the position of assistant actuary in the office of the insurance commissioner at a salary of \$1,500, was granted, subject to non-competitive examination.

The chief examiner was instructed to advertise a competitive examination for the position of mechanician at the State University.

The request of Hon. James Nevin, superintendent of the Department of Fisheries, for authority to appoint his son, an employee in the labor class, to the position of clerk in his office at \$2.50 per day was denied except as subject to the law governing promotional examinations.

January 30, 1907.

Pursuant to duly published notice of hearing to consider the exemption of the chief clerk in the office of the Secretary of State. Hon. James A. Frear appeared to present arguments in favor of such exemption. Capt. I. N. Bean and Rev. Judson Titsworth appeared as representatives of the State Civil Service Reform league to present arguments against such exemption. At the conclusion of the hearing action was taken authorizing the president to prepare a written analysis of the arguments made before the Commission, further action in the matter being deferred until such written analysis shall have been prepared.

The period of eligibility of persons on the eligible list for factory inspector, clerk, special agent and police was extended six months.

The transfer of Fred Wiley, assistant printing clerk in the office of the Secretary of State, to the position of bookkeeper in the Senate, was approved. It having been shown that Mr. Wiley has previously served in that capacity, it being further shown that no names appear on the eligible list of persons who have had experience in this work.

The temporary transfer of Messrs, Hillyer and Bart, whose names appear on the eligible list for position of stenographer and who are employed respectively in the office of the Insurance Commissioner and in the office of the Board of Control to temporary service in the senate, was approved, it being represented that there is an insufficient number of competent male stenographers on the eligible list.

The assignment of R. S. Harrison to the position of assistant printing clerk in the office of the Secretary of State at \$1,000, per annum previously employed as clerk in the Census Department of the Secretary of State at a compensation of \$1,200 per annum, was approved on non-competitive examination, the employment being of the nature of a reinstatement in the same department.

February 20, 1907.

Action was taken authorizing the Secretary to communicate with superintendents of penal and charitable institutions to ascertain whether the classification of certain teachers as non-competitive, may meet the present emergency and satisfy the needs of the service. The correspondence carried on with state institutions with reference to teachers was laid before the Commission.

Action was taken to place the position of stenographer for the department of Political Science and Economies in the University in the non-competitive class. A rule was drawn up to that effect and submitted to the Governor for his approval.

A synopsis of the business of the previous month was laid before the Commission.

March 20, 1907.

A hearing having been advertised to consider placing teachers in state institutions in the exempt class. Superintendent Walker of Delayan and Superintendent Clark of Janesville appeared on behalf of their respective institutions to request such action as would permit appointment of teachers without examination,

especially where it is found necessary to procure teachers in other states. Action on the request was deferred.

Complaint having been made by J. L. Kaufman of Green Bay that the examination held on March 2nd for position of game warden was in some respects irregular, the secretary was authorized to communicate with candidates against whom charges had been preferred, and either to authorize a new examination or to strike the names of such candidates from the eligible list.

The promotion and transfer of L. A. Anderson from the position of statistician in the office of the State Tax Commission to position of actuary in the office of insurance commissioner, was approved, Mr. Anderson having passed a satisfactory examination for this position.

March 21, 1907.

The Commission received a report from the Secretary covering the month's work in the office.

April 17, 1907.

A hearing for exemption of special assessors in the department of the State Tax Commission, was held. Judge Gilson appearing for the Commission. The exemption was granted and a rule was drawn and submitted to the Governor for his approval.

The question of classification of teachers in state institutions was taken up and discussed and a rule permitting employment without examination of teachers when no eligible list is available, was adopted.

May 8, 1907.

The Secretary rendered an inclusive report on the business of the previous month.

A rule permitting the reinstatement on the eligible list of persons who have separated from the service during the probationary period was introduced and unanimously adopted.

į

Minutes of Meetings of the Commission.

May 15, 1907.

Professor Paul S. Reinsch requested such classification of an assistant in his department as would enable appointment without competitive examination. It being represented that such an assistant must be an advanced student and that the salary does not exceed \$300.00 per annum, it was suggested that this appointment might come within the rule exempting bona fide students employed in the University.

Action was taken, placing the salary of the chief clerk for the Commission at \$1,500.00 per anunm.

The Secretary made a report of the work for the previous week.

June 5, 1907.

The salary of the stenographer, in the office of the Commission, was increased to \$840.00 per annum.

It having been represented that Miss E. Fewson, at present employed by the American Foundry and Machinery Co., in Chicago, is willing, if appointed at once, to accept the position of purchasing agent for the University at a salary of \$1,500.00 per amum, and it having been shown that Miss Fewson has had eight years' successful experience as purchasing agent for the above named company expending for this company from one to two million dollars per annum; and it having been further shown that it is a difficult and delicate matter to procure the services of a competent, experienced and thoroughly reliable and trustworthy purchasing agent at so low a salary, action was taken upon request of the Regents of the University, authorizing the appointment of Miss Fewson under the provisions of paragraph 2, section 17 of the Civil Service law. Commissioner Cunningham voted "no."

June 19, 1907.

The Secretary was authorized to prepare an amendment to section 11, rule 17. Also an amendment to section 1 of rule 8 so as to make it conform to the provisions of Assembly Bill 907A.

The Secretary was authorized to employ a stenographer for one month or six weeks during Miss Greig's absence at a salary of not to exceed \$70.00 a month. Leave of absence was granted Miss Greig for one month on full pay.

June 27, 1907.

A rule classifying the position of local examiner as non-competitive in all cases where the annual compensation does not exceed \$30 was adopted and submitted to the Governor for his approval.

July 17, 1907.

Commissioners T. J. Cunningham, Otto Gaffron and C. E. Buell were present.

Commissioner T. J. Cunningham was unanimously elected president for the ensuing year.

The Secretary was directed to advertise a hearing to consider the advisability of placing the position of local examiner receiving a per diem of \$3 in the exempt class.

Mr. Frank Fawcett, clerk and reader of examination papers, was elected chief clerk, at a salary of \$100 a month, for two months in place of James Sexton, resigned.

Action was taken fixing the compensation of local examiners for actual services rendered, at \$3 per diem, and directing the Secretary that it is the desire of the Commission, so far as practicable, that at least one examiner of each examining board shall be a county or city officer residing at the place of examination.

In the case of B. W. Fox employed as dairy man at the University and also employed during vacation to conduct dairy tests, the Secretary was instructed to submit the question to the Attorney General, first, as to his right to receive compensation on two pay rolls for the same period of time; and second, as to the jurisdiction of the Civil Service Commission in cases of this kind.

The Secretary was instructed to draw a rule to the effect that, where an increase of salary amounts to a promotion but where s—C. S.

the duties to be performed remain the same, persons who have already passed a competitive or non-competitive examination may be passed without further examination when, in the opinion of the Commission, the merit and fitness of the candidate has been determined.

The transfer of Mr. William End, clerk in the Insurance Commissioner's office, to the position of deputy fire marshal, was approved for the following reasons:

- (1) There is at this time no suitable eligible list for the position.
- (2) The department of State Fire Marshal is but recently organized and the services of a deputy are urgently required.
- (3) It is believed that Mr. End's experience as examiner of fire insurance companies would contribute to success in the work of a deputy fire marshal.

It was decided that until further action of the Commission temporary employments at the State Fair be treated as emergency appointments under the provisions of section 17 of the Civil Service law. The Secretary was instructed to lay additional facts before the Commission at its next meeting, concerning other positions in the employment of the State Board of Agriculture.

July 8, 1907.

The Attorney General, Hon. Frank L. Gilbert, appeared before the Commission to discuss the status of the First Assistant Attorney General, Mr. A. C. Titus, who, up to the present time, has held a position in the exempt class, and whose position, under the new law, falls within the competitive class. It was suggested that Mr. Titus, by virtue of his previous experience, should be appointed under the provisions of paragraph 2 of section 17 of the Civil Service law. There being a division of opinion with reference to the proper course to pursue in reference to filling this position, action was taken authorizing Attorney General Gilbert to make a temporary appointment for two months, to the position of first assistant, pending further action of the Commission.

Assistant Superintendent of Public Property C. C. Bennett, called to ask whether a man appointed to the position of policeman but actually doing janitor work, may be transferred to the position of janitor, the salary in both positions being the same. He also wished to know whether the janitor who has been rendering service as policeman, may be transferred to the position of police, the salary being the same. In answer to Mr. Bennett's inquiry the Secretary was directed to give a non-competitive examination to either or both of these men whenever so requested by Supt. Bennett.

The president and secretary were authorized to fix the dates for any and all future examinations.

Action was taken amending the regulations as follows:

Strike out the word "Thursday" in the second line of regulation 10 and insert the word "Wednesday."

July 31, 1907.

The minutes of the previous meeting were read and approved. An amendment to the Civil Service rules was adopted in accordance with the provisions of Section 14 of the law, placing all local examiners receiving a compensation not exceeding \$50 per annum, in the exempt class. Arguments in favor of this rule were presented by the Secretary of the Commission. The previous action of the Commission classifying local examiners in the non-competitive class was repealed.

The Secretary was directed to take up the question of certifying payrolls of persons employed by the Geological and Natural History Survey, the question having been raised, what positions are included in the term "scientific staff" as used in rule 2, section 3.

The Secretary was directed to ask for an opinion from the Attorney General in reference to the case of Louise Miles reported to have been appointed by the Secretary of State to the position of vault clerk in the office of the Secretary of State, formerly under appointment by the Governor in the unclassified service. Final action in the matter was postponed until the next meeting of the Commission.

The Secretary was directed to prepare a special rule for consideration of the Commission at its next meeting, governing the extension of the period of eligibility beyond one year in cases when no new eligible list has been procured.

The Secretary was instructed to communicate with the State Game Warden relative to re-districting the state for the purpose of examination and certification of Deputy Game Warden under Rule XI, paragraph 3.

August 5, 1907.

The Secretary of State appeared before the Commission to discuss the merits of the case of the proposed transfer of Louise Miles, a clerk who has been employed for the last four years in the office of the Secretary of State, under appointment by the Governor, in the unclassified service, to a position in the competitive class, as vault clerk in the office of the Secretary of State.

Assistant Attorney General Frank Tucker, representing the Attorney General, called at the request of the Commission, and gave an oral opinion to the effect that a transfer from a position in the unclassified service to a position in the classified service is not authorized by law, the formal opinion of the Attorney General to be rendered in writing later. The request for transfer was therefore dismissed.

The Secretary was requested to give the Commission a report, at its next meeting, of all appointments to the position of cruiser in the office of the State Board of Forestry, and to consult with the State Forester in reference to all preliminaries for such examination and to report all conclusions arrived at with the State Forester, at the next meeting.

August 21, 1907.

Action was taken authorizing the Secretary to offer Mr. H. S. Knight, reader of examination papers in the office of the Commission, a salary of \$1,200 per annum, to act as assistant

examiner, provided he can devote his entire time to this work. Mr. Frank Fawcett, at present acting as chief clerk, was elected for the coming year, at a salary of \$80 a month during the school year, and \$100 a month during vacation, it being understood that Mr. Fawcett be permitted to attend the law school for one hour each day during the school year; otherwise to devote his entire time to the office.

The Commission re-elected F. E. Doty to the office of secretary and chief examiner for the ensuing year.

The Secretary was instructed to advertise a competitive examination for the position of Assistant Attorney General, such examination to be held either on the 14th or 21st of September.

Request was received from the Insurance Commissioner to transfer Mr. Anderson, the assistant printing clerk, in the office of the Secretary of State, and now receiving a salary of \$1,000 per annum, to the position of chief clerk in the office of the Insurance Commissioner. Action was deferred and the Secretary was instructed to consult with Commissioner Beedle, to ascertain whether this position can be filled by promotion, and to lay before the Commissioner the reasons why the Commission is in doubt as to the advisability of permitting the transfer, and to report at the next meeting.

The Secretary was instructed to advertise a competitive examination for position of foreman of the fish hatchery at Bay-field.

The Secretary was instructed to correspond with eastern officials and to formulate a set of rules governing transfers to be submitted to the Commission at its next meeting.

The Secretary was instructed to communicate with the head of the Geological Survey and to inform him that persons employed by the Survey not classified as members of the scientific staff of such Survey, will be required to take competitive examination after this year.

The case of a stenographer employed by the Legislature, reported to have been dismissed from the Legislature after serious charges were filed against him, was laid before the Commission, and the Secretary was instructed to correspond with this

stenographer to advise him that if he wishes to have his name continued on the eligible list, it will be necessary for him to appear before the Commission to answer to the charges made against him.

September 4, 1907.

A hearing having been duly advertised λ be held on this date to consider the application of Attorney General F. L. Gilbert that the position of first assistant attorney general be classified as exempt, the Commission heard arguments in reference to the proposed exemption. Messrs. Crownhart of Superior; Perrin of Superior; Louis Hanitsch; J. A. Murphy; Colonel G. W. Bird; Corrigan; L. M. Sturdevant; T. C. Eschweiler; L. K. Luse and I. L. Lenroot appeared before the Commission to urge the appointment of the incumbent, A. C. Titus, under the provisions of section 17, paragraph 2, or the exemption of the position under provisions of sec. 14. Mr. Glenway Maxon of Milwaukee appeared in behalf of the Civil Service Reform Association to oppose the exemption of the position. A transcript in full of the proceedings is filed in the office of the Commission.

Request was received from the Tax Commission for the approval by the Civil Service Commission of increase of salary of C. M. Larson as assistant inspector from \$1,500 to \$1,800 per annum, the duties of the office remaining the same. The request was granted, it being shown that Mr. Larson has previously satisfied the requirements of a non-competitive examination.

Consideration of the request for the transfer of A. W. Pott from the office of the Land Commission to the office of the Railroad Commission was postponed until the next meeting.

The Secretary was authorized to certify the payroll of S. T. Dodge, acting as policeman and also as deputy treasury agent, it being provided that his service as policeman is not in any way affected by the service rendered as treasury agent.

The request for transfer of S. T. Walker, incorporation

clerk in the office of the Secretary of State, to the office of the Railroad Commission, was postponed.

Request received from the University Extension Department for the transfer of Miss Bertha Matson, a stenographer in the office of the State Superintendent, to a similar position in the University Extension Department at a salary of \$40 a month, was approved.

A request was received from the State Board of Control to withdraw certification of names for position of clerk and make a new certification from the eligible list for index and filing clerk. Consideration of this request was postponed until the next meeting. The Commission requested the Board of Control to give reasons for requesting a change in certification.

Further consideration of all matters brought before the Commission was postponed.

Milwaukee, Wis., September 11, 1907.

Upon special call by the President, the Commission met at the Plankinton House at 8:30 P. M., to take up unfinished business. All members present.

The State Insurance Commissioner, Hon. George Beedle, called to give the Commission additional information in connection with his request for transfer of H. J. Anderson, now holding a clerical position in the office of the Secretary of State at a salary of \$1,000 per annum, to the position of chief clerk in the office of the Insurance Commissioner. The Commission found that the position of chief clerk is classed in a different sub-division than that of clerk and that the rule governing transfers does not give authority to make such a transfer. Secretary was instructed to communicate with the Insurance Commissioner and to make such arrangements for filling the resition as may seem best for the good of the service. Insurance Commissioner had expressed the desire to have the position filled by some one having stenographic ability and the Commission advised the Secretary to make certification in accordance with the request of the commissioner.

The request of the Railroad Commission for the transfer of S. T. Walker from the position of incorporation clerk to the position of assistant to the Secretary in the office of the Railroad Commission at a salary of \$1,500 per annum, was approved.

The request of the Railroad Commission for the transfer of A. W. Pott from the position of clerk in the Land Office at a salary of \$900 to the position of clerk in the office of the Railroad Commission at a salary of \$1,000 per annum, was approved.

The State Board of Control having made request for change in the certification of names from which to select a person to fill the position of clerk in the office of the Board of Control at a salary of \$800 per annum, and having later made request that the certification be withdrawn and that names be submitted from the eligible list for index and filing clerk, the Commission instructed the Secretary to notify the Board of Control that inasmuch as satisfactory evidence has not been submitted showing that the character of the duties to be performed makes it necessary that an index and filing clerk should be certified, the request is denied.

The Railroad Commission having made request that the position of confidential assistant to Commissioner Erickson, one position, be placed in the non-competitive class, the Secretary was instructed to draft a rule to be submitted at the next meeting of the Commission. It was represented by the Railroad Commission that the service to be rendered by the confidential assistant is to be of an occasional character, and to consist in digesting evidence from the transcript of stenographic notes in cases where the record is voluminous, and to act as special agent in making investigations in the field.

The Secretary was instructed to notify Miss Sage, at present acting as stenographer for the University faculty at a salary of \$50.00 a month, that it will be necessary for her to pass a non-competitive examination as a condition of continuing longer in the service. Miss Sage had been previously appointed by the University authorities to a position in which it was represented

that ability to take dictation in German is an essential requisite. This appointment was made in accordance with the provisions of section 17 for a period of two months, there being at this time no suitable eligible list from which to make certification.

The President of the Commission was authorized to call upon State Treasurer Dahl and to remind him that in view of a recent opinion given by the Attorney General to the effect that all payrolls bearing names of employees of the State Board of Agriculture must bear the certificate of the Civil Service Commission, payrolls of State Fair employees must be submitted to the Commission.

September 18, 1907.

The minutes of the previous meeting were read and approved. A request having been received from the Commissioner of Labor and Industrial Statistics for authority to appoint by non-competitive examination some person qualified to carry on a series of investigations concerning wages, hours of labor, factory and home life of girls in the city of Milwaukee, the position to terminate when the investigation is completed, and the service to cost not to exceed \$600, the Commission adopted a rule placing this position in the non-competitive class provided that the classification as non-competitive shall terminate not later than one year from the date of the adoption of this rule.

A request having been received from the State Fire Marshal asking for certification of names by districts from which to select deputies at a salary of \$1,200 per annum, the Secretary was instructed to notify the State Fire Marshal that the request is denied and that certification will be made in order of rank from the list for the state at large.

A claim of the State Game Warden for reimbursement to the amount of \$300, with a receipt from A. C. Titus, the assistant attorney general for \$300 for services rendered in compiling the game laws, was brought to the attention of the Commission and the Secretary was directed to refuse to certify the name of Mr. Titus until the matter can be investigated. Com-

missioner Buell was authorized to make this investigation and to report on the validity of the claim and on the authority of the Commission to certify the name.

A request received from the Railroad Commission that one position to be known as special agent, be classified as non-competitive, was granted, and a rule drawn and signed and submitted to the Governor providing for such classification, it having been shown that the service to be rendered is of an occasional or intermittent character to consist of digesting voluminous evidence contained in transcripts from stenographic notes and also in making independent investigations under the direction of the Commission and to report such findings to the Commission. The peculiar confidential nature of the position and the special qualifications required for this service were deemed to be such as to make it inadvisable to attempt to fill the position by competitive examination.

After a careful review of the arguments presented at the last hearing in the matter of the request of the Attorney General that the position of assistant attorney general be placed in the exempt class, and the present incumbent, Mr. A. C. Titus, be appointed in accordance with the provisions of paragraph 2, section 17 of the Civil Service law, the following opinion was prepared and ordered spread upon the minutes:

IN THE MATTER OF THE APPLICATION OF THE ATTORNEY GENERAL TO PLACE THE POSITION OF ASSISTANT ATTORNEY GENERAL IN THE EXEMPT CLASS.

This is an application by the Attorney General to exempt Mr. A. C. Titus, first assistant attorney general, from the operation of the Civil Service law; also to place the position of first assistant attorney general in the exempt class.

Sub-division 2 of section 7 of the Civil Service law provides that "in case of vacancy in a position in the competitive class where peculiar and exceptional qualifications of a scientific, professional or educational character are required, and upon satisfactory evidence that for specified reasons competition in such special case is impracticable, and the position can best be filled

by the selection of some designated person of high and recognized attainments, the Commission may dispense with a competitive examination."

Section 14 of the law, after providing that certain positions shall be within the exempt class, gives the Commission authority to include within the exempt class all other offices or positions except laborers for the filling of which competitive or non-competitive examinations shall be found to be impracticable.

The Commission is asked, first to exempt Mr. Titus personally under section 17 on account of his high professional attainments, and second, to exempt the office of assistant attorney general under section 14.

No sufficient reason for exempting the office of assistant attorney general has been shown, and that portion of the request of the attorney general is therefore denied.

It appears from the evidence introduced upon this hearing that Mr. Titus is a man of most excellent legal attainments, of large experience, that he has been in the attorney general's office for several years, and is familiar with all the duties of the office; that he has participated in the trial court in several of the state cases now pending in the supreme court upon appeal; that the position he has occupied has until recently been the exempt position in the attorney general's office; that Mr. Titus has filled this position with signal ability and to the satisfaction of all, and that if he were not continued in this position the public service of the state would be liable to suffer.

It is therefore ordered that the request of the Attorney General for authority to appoint Mr. A. C. Titus to the position of first assistant attorney general under the provisions of sub-division 2, section 17 of the Civil Service law, be, and hereby is granted.

October 2, 1907.

The Insurance Commissioner having made request for certifiration of names from which to select a clerk at a salary of \$1,200 per annum and having indicated the nature of the duties to be performed, the Secretary was instructed to make certification if

possible from the appropriate eligible list, of persons having stenographic ability.

The Secretary was instructed to draw a rule placing the position of stenographer for the University faculty in the non-competitive class, the rule to provide that this classification shall continue for a period of not to exceed one year and thereafter to revert to the competitive class.

The Secretary was instructed to draw a rule classifying the position of stenographer for the Dean of the University Correspondence School in the non-competitive class, this classification to continue for a period of not to exceed one year and thereafter to revert to the competitive class.

Consideration of an expense account of the State Game Warden containing an item of \$300 paid to Mr. A. C. Titus for compiling the game laws was deferred for final action to the next meeting, and the Secretary was instructed, in the meantime, to bring the matter to the attention of the Attorney General and to give him an opportunity to be heard in reference to this claim.

A request having been received from the State Superintendent for the transfer of Miss Claire Parsons, stenographer for the University Architect at a salary of \$50.00, to the position of stenographer in the office of the State Superintendent at a salary of \$60 a month, was granted.

The request of the University Architect, Mr. Peabody, for the transfer of Miss Esther Stromme, at present employed in the office of the Bureau of Health and Vital Statistics at a salary of \$45 a month to the position of stenographer in the office of the University Architect at a salary of \$50 a month, was granted.

A request having been received from the Superintendent of Public Property for authority to promote T. J. Davies from the labor class to a position as janitor, and of Richard Comfort from a position in the labor class to that of janitor, and of M. L. Ensign from a position in the labor class to that of elevator operator, was granted subject to approval by non-competitive examination.

October 16, 1907.

It having been shown that Julius Roehl, a night watch in the office of the State Treasurer, has entered into an agreement to pay one-half of his salary each month to the son of the State Treasurer, Hon. A. H. Dahl, whose name does appear upon the roster as entitled to compensation, the Secretary was instructed to refuse to certify the name of Mr. Julius Roehl, night watch in the office of the State Treasurer, for any service not actually rendered by him personally.

The Secretary was instructed to obtain an opinion from the Attorney General relative to the interpretation of Chapter 643, Laws of 1907, as applied to the position of general clerk in the office of the State Treasurer and to ascertain whether or not the position of corresponding clerk is terminated by law, and whether the former incumbent of this position is thereby legislated out of office.

The consideration of the claim of the State Game Warden, James W. Stone, for reimbursement in the amount of \$300, referred to in previous minutes, was laid over.

The Secretary was instructed to defer action relative to the claim of T. J. Hughes of Wales for \$1,050.00, employed during the past year as superintendent of grounds, by the State Board of Control.

October 30, 1907.

A. C. Titus, Assistant Attorney General, having been employed by J. W. Stone, State Game Warden, to compile and annotate the fish and game laws and he having filed with the Secretary of State a bill for \$300 for such services, which bill is now before this Commission for certification; and it appearing to the Commission, upon due examination of all the facts connected with such employment, that such services were rendered by Mr. Titus in a month in which he drew his full salary of \$250 as Assistant Attorney General, that all of such services were rendered during business hours, either in the Attorney General's office or the State Library; that no request for authority to make such appointment had ever been made to this Com-

mission as required by law; that no notice of such appointment was filed with this Commission as required by law and this Commission being of opinion that it was the intent of the Legislature that all services rendered the State Fish and Game Warden by the Attorney General, or his assistants, were to be rendered as a part of the official duties of the Attorney General without extra compensation the Secretary was, therefore, instructed to return the said bill without certification.

The bill of T. J. Hughes for services at the Wisconsin Tuberculosis Sanitarium at Wales, amounting to \$1,050, covering a period of more than one year, was laid over until the next meeting for further consideration.

A petition from I. P. Leigh, corresponding clerk in the office of the State Treasurer, asking for protection against unlawful removal, was laid before the Commission. An opinion from the Attorney General to the effect that the law changing titles of positions in the office of the State Treasurer, and creating the position of general clerk, does not legislate the former corresponding clerk out of office, was laid before the Commission in connection with the above named petition. It was the opinion of the Commission that this interpretation shall be accepted as law until set aside by the courts, and that until a legal vacancy exists, no other name than that of Mr. Leigh can be certified for services rendered as general clerk in the office of the State Treasurer.

The Secretary was instructed to prepare a rule in accordance with the request of Professor W. D. Pence of the Railroad Commission that section 7 of rule 4 be re-enacted and extended so as to include persons employed in the valuation of steam railways.

The request of President Van Hise of the University that the position of University editor be placed in the exempt class was received and the Secretary was instructed to advertise a public hearing in accordance with section 14 of the Civil Service law.

President T. J. Cunningham was appointed a delegate to attend the annual meeting of the National Civil Service Reform Association to be held at Buffalo on the 7th and 8th of Novem-

ber, and he was authorized to nominate an alternate delegate in the event that he is unable to attend the meeitng.

November 20, 1907.

In the matter of the request of the President of the University that the position of University editor be classified as exempt, Professor Walter Smith and Professor W. G. Bleyer of the University, appeared on behalf of the University, presenting arguments in favor of such exemption. No one appeared in opposition. In the course of the hearing it was shown that the position is to be of the rank of instructor. At the close of the hearing the following resolution was adopted unanimously:

It having been shown that the incumbent of the office of director of University publications is a member of the faculty of the University of the rank of instructor, it is the judgment of the Commission that this position is classified by law as of the unclassified service, and that no further action is necessary.

The secretary was directed to notify President Van Hise of the action of the Commission in this matter and to urge upon the president the necessity of bringing prospective appointments to positions in the classified service to the attention of the Commission before any other action is taken looking toward the filling of the position.

Commissioner Buell having been directed at the last meeting of the Commission to interview members of the Board of Control relative to the Hughes claim for \$1050 for services rendered at the Tuberculosis Sanitarium, reported that the Board of Control made appointment of Mr. Hughes during the summer of 1906 at a salary of \$50 a month; that the Secretary of the Board of Control communicated that fact to the Secretary of the Civil Service Commission orally; that the members of the Board of Control believed that satisfactory arrangements had been made with the Civil Service Commission for the employment of Mr. Hughes; that the Board of Control believed that because there was at that time no suitable eligible list from which to select a foreman of grounds at a salary of \$50 a month,

they had the authority to appoint Mr. Hughes; that, moreover, the work rendered by Mr. Hughes could not have been rendered so efficiently by any other person residing at Wales, and certainly not by any non-resident. Mr. Hughes' wide acquaintance with men in the community, together with his interest as a citizen in having this sanitarium erected, made his services valuable.

Objection being raised by Commissioner Cunningham to acting upon this bill without additional information, the matter was laid over until the following day.

Letters having been received from State Treasurer A. H. Dahl and from I. P. Leigh with reference to the separation from the Service on November 4th of I. P. Leigh, formerly Corresponding Clerk in the office of the State Treasurer, and with reference to the filling of the position by William Pugh, whose name appears first on the eligible list for the position of general clerk, the following resolution was adopted:

Inasmuch as the records of this office show that I. P. Leigh, formerly corresponding clerk in the office of the state treasurer, has been separated from the service, and inasmuch as these records show that whether the vacancy is by resignation or dismissal, the law has been fully complied with by the State Treasurer in filing records of such separation with this Commission, and reasons therefor, and it further appearing that the vacancy has been filled by appointment of Mr. William Pugh of Fond du Lac, whose name appears first upon the eligible list for the position of general clerk, the secretary of the Civil Service Commission is hereby instructed to certify the name of Mr. Pugh when it appears upon the payroll of the State Treasurer for compensation.

November 21, 1907.

Commissioner Cunningham having reported that he had made an examination of the records of the Board of Control with reference to the employment of T. J. Hughes, the consideration of whose claim was laid over for further investigation, unanimous action was taken to authorize the Secretary to certify to

the claim in accordance with the provisions of Section 13 of the law.

The Secretary was instructed to advise the Board of Control that notice concerning appointments shall hereafter be given in writing, and to urge the Board to use greater care to keep the Commission informed concerning prospective vacancies and appointments.

The Secretary was instructed to ask for an opinion from the Attorney General relative to the jurisdiction of the Commission in reference to the claim of A. C. Titus for compensation in compiling the fish and game laws.

December 5, 1907.

All positions in connection with the valuation of steam and electric roads under the employment of the Railroad Commission and the Tax Commission were placed in the non-competitive class and a rule was adopted pursuant thereto and submitted to the Governor for his approval.

Bills of Milwaukee Sentinel and Sparta Herald-Advertiser for local advertising were allowed.

The Secretary was authorized to register an applicant whose application failed to reach the Commission, on receiving satisfactory evidence that such application was made out in due form, and the Secretary was instructed to make such registration as would have been made had the application been received and registered upon the original date.

A request having been received from President Sims of the Stevens Point Normal for the transfer of Miss Winifred Hatch from a position as stenographer in the University at a salary of \$50 to a position in the Stevens Point Normal at a salary of \$60 a month, the request was granted.

A letter was addressed to the Secretary of State announcing receipt of an opinion from the Attorney General to the effect that the employment of A. C. Titus to compile the fish and game laws is a "contract job" and not subject to the application of the rules of the Civil Service Commission.

The Secretary and Commissioner Buell were advised to visit certain state institutions and to confer with heads of such institutions relative to perfecting a system of registering laborers for such institution.

The Secretary brought to the attention of the Commission the New York rule which permits appointment of persons in private life for temporary or occasional service where the compensation does not exceed \$300 per annum, without examination. Consideration of this proposed rule was deferred.

December 19, 1907.

President Allan D. Conover of the State Board of Control reported in reference to an inquiry made concerning the appointment of carpenters and plasterers at Waupun. His report was to the effect that one E. Schmidt had been employed by Warden Town without reference to the Board or to the Civil Service Commission and that he had been dismissed by the president for that reason. Other plasterers and carpenters, now employed, were appointed within the provisions of the Civil Service law at a time when there was no eligible list.

Mr. Conover wished to know whether the names of band master and vocal teacher at the reformatory in Green Bay, must appear on the payroll or whether they may appear in the institutional budget. The band master and vocal teacher receive most of their compensation directly from the pupils of this institution and only a small proportion of their compensation comes directly from the state. Mr. Conover was advised by the Commission to instruct the superintendent of the Green Bay Reformatory to place these names on the regular pay roll for the amounts due them from the state.

The secretary was instructed to prepare and present at the January meeting of the Board a rule governing removals from the Service, more particularly to be directed to the nature of the report to be made by officers as provided for in section 22 of the Civil Service law.

Commissioner Buell made an oral report to the Commissioners of his visit to the institutions at Delavan and Waukesha.

The secretary announced the coming visit of Elliot H. Goodwin of the National Reform Association during the holidays, and it was understood that a special meeting of the Commission might be called some time between the 28th and 31st of December to meet Mr. Goodwin.

December 30, 1907.

Request was received from the University for the transfer of Miss Beulah Thompson, clerk and stenographer at the Stevens Point Normal School at a salary of \$60 per month, for transfer to the position of clerk and stenographer for the Committee on Training of Teachers and Committee of Accredited Schools, salary \$50 per month. The transfer was approved.

A request was received from Commissioner J. D. Beck of the Bureau of Labor and Industrial Statistics for authority to appoint some designated person, now pursuing advanced studies in the department of political science and economics at the University, to conduct certain investigations for the bureau and to report concerning wages, hours of labor and conditions of employees of public utilities in the state of Wisconsin, the service to terminate when the investigation is completed, the compensation not to exceed \$500. The request that this position be placed in the non-competitive class was denied, Commissioner Buell voting for the request and Commissioner Cunningham voting against it.

Request was also received from the commissioner of labor and industrial statistics that the position of special agent for the commissioner of labor and industrial statistics to investigate and report, in co-operation with the national association for labor legislation on subjects which may be agreed upon with that association (such reports to be published by the commissioner), be placed in the exempt class. The request was denied, Commissioner Buell voting to grant the request and Commissioner Cunningham voting in the negative.

Mr. Elliot H. Goodwin, secretary of the National Civil Service Reform Association, was present and the question of labor registrations was taken up and discussed. Mr. Goodwin took part in the discussion and made valuable contributions to the discussion. There seemed to be agreement on the following propositions concerning labor registrations:

- 1. Certificates of character as a part of the application are unnecessary, provided references be substituted, and provided confidential inquiry be made by letter of persons so referred to.
- 2. It is desirable to have candidates for labor positions appear together before some designated examiner on certain designated days. This work can frequently be done by the local examining board, but members of the Commission, or one of the commissioner's examiners should be present on these examination days, as often as possible, to assist in conducting the oral examination and to direct local examiners in the method of conducting the examination.
- 3. The formal work of registering applications and of collecting confidential information concerning applicants from persons referred to in applications, may be done by the registration officer in the institution. The registration officer in the institution may proceed to make certifications when vacancies occur and to report all certifications made to the central office.
- 4. Where there is no eligible list the registration officer should certify from new applications in order of the date of receipt of said applications, and persons appointed from such certifications should be examined non-competitively as a condition of continuing in the service at the time when the competitive examination of laborers is made.
- 5. Mr. Goodwin suggested the card system of registration used by the navy departments at Washington.
- 6. The question of the classification of teachers in institutions for the blind and feeble-minded was discussed. Mr. Goodwin consented to make investigation in the east concerning the success of the competitive system as applied to teachers of technical subjects in these institutions and later to report to the Commission.

January 22, 1908.

Commissioner Buell was authorized to pass upon a request made by Commissioner Beck of the Bureau of Labor and Industrial Statistics, relative to the compilation of labor laws and to decide whether or not a bill for services in compiling the labor laws, rendered by Mr. Hagenah, now employed by the Railroad Commission, and formerly deputy commissioner of labor and statistics, can be certified by the Civil Service Commission.

The bill of Frank Fawcett, chief clerk in this office, for traveling expenses to Milwaukee in connection with matters pending before the Civil Service Reform Association, was allowed.

Secretary of State, Hon. James A. Frear, requested the Commission to authorize the appointment of A. J. Nelson, recording clerk in the office of the Secretary of State, at a salary of \$1,200 a year to the position of assistant incorporation clerk at a salary of \$1,200 a year. The request was granted and the secretary was directed to advise the Secretary of State that Mr. Nelson is deemed to have satisfied the requirements of a noncompetitive examination by previous competitive examination. A. W. Galloway, clerk in the office of the Secretary of State at a salary of \$1,000 per annum, was promoted to the position of recording clerk at a salary of \$1,200 per annum, this position having been made vacant by the transfer of A. J. Nelson. The appointment of Mr. Galloway was approved and his previous competitive examination was accepted in lieu of a non-competitive examination at this time.

February 19, 1908.

Professor Commons appeared before the Commission to make a statement explaining the request of Commissioner Beck that the position of special agent to collect and file statistics relative to the effect of certain employments upon health, be classified as non-competitive. After some discussion the matter was laid over until the first Wednesday in March.

The chief examiner was authorized to have the papers of Clark, who took the examination for creamery inspector in Sep-

tember, 1907, re-examined and re-rated upon the appeal of Mr. Clark that he did not receive full credit in the examination.

March 5, 1908.

The minutes of the two preceding meetings were read and approved.

The name of S. A. Oscar, supervising examiner for Bayfield County, was dropped from the list of local examiners.

A resolution was adopted to the effect that it is the judgment of the Commission that the letter of Honorable A. H. Dahl, State Treasurer, stating reasons for removal of A. H. Wagner, on its face shows just cause for removal.

An opinion having been received from the Attorney General to the effect that it is the duty of the Civil Service Commission to certify to the payroll of I. P. Leigh for the months of November and December, 1907, and January, 1908, and for 6 days in February, 1908, the secretary was instructed to make such certification.

Dr. Richard T. Ely and Professor John Commons of the University appeared before the Commission in relation to the request of Hon. J. D. Beek that the position of special agent for the commissioner of labor and industrial statistics, at a salary of one thousand dollars a year, be placed in the non-competitive class for a period of not to exceed one year. Unanimous action was taken granting this request and a rule was prepared and signed by the commissioners to be filed with the Governor.

The request of the commissioner of labor and industrial statistics that the position of special agent to investigate and report concerning wages, hours of labor, conditions of employees of public utilities in the state of Wisconsin at a compensation of not to exceed \$500.00, including traveling expenses, this position to terminate when the investigation is completed and to continue for a period of not to exceed one year from the date of this rule, was granted, Commissioner Cunningham voting "no." (See Rule IV, section 15, submitted to the Governor for his approval, March 7th.)

March 19, 1908.

The question of issuing a circular of information relative to the law affecting political assessments, political service and political recommendations, was discussed, and the secretary was authorized to draft such a circular and after having submitted it to the commissioners for criticism and suggestion, to have it printed.

T. R. Gillett of Warrens, candidate for position of game warden in Monroe County, having appealed to the Commission for a review of his examination, the Commission, after having given careful consideration to the application and recommendations of the candidate, affirmed the original standing as given by the chief examiner.

Action was taken extending the period of eligibility of persons on the eligible list for the position of police for six months.

The Secretary was authorized to make an appointment of an examiner for Bayfield County in place of S. A. Oscar of Washburn.

E. L. Adams of Coloma Station, who took the examination for the position of creamery inspector in January, appealed to the Commission for a review of his examination. The Secretary was directed to obtain further information concerning his dismissal from the position of buttermaker for the Coloma Creamery Company and, in the light of such additional information, to again pass upon his qualifications.

The following resolution was unanimously adopted:

Resolved, That the Secretary of the Commission is hereby authorized to assign to the chief clerk and assistant examiner such duties as local examiners as may by him be deemed necessary from time to time and to charge such portions of their salatics as may be earned while acting as local examiners, to the special local examiner fund.

April 16, 1908.

M. C. Lincoln of Washburn was unanimously elected to serve as local examiner in place of S. A. Oscar.

No action was taken in reference to the case of E. L. Adams

of Coloma. The Commission was of the opinion that his standing should remain unchanged until such time as further light on the subject could be obtained.

The request of the Secretary of State that Amy Karras, a clerk in the office of the Secretary of State receiving a salary of \$1,000 per annum, be promoted to the position of vault clerk at a salary of \$1.200 per annum, was granted, it being evident that the rules do not distinctly prevent promotion of a person who has served less than three months. The Secretary was instructed to prepare an amendment to section 3, rule 15, so as to prevent hereafter promotions of persons who have served less than three months in a position.

The Secretary was directed to notify the superintendent of public property that his request for the promotion of Washington Mason, a laborer employed in the capitol, to a position as janitor, is denied on the ground that the Commission is averse to promoting persons in the labor class who have reached the age of 60 years.

The Secretary was directed to prepare a resolution to be presented at the next meeting governing the promotion of laborers with special reference to age.

The State Fire Marshal made a request that C. J. Good of Ashland, now acting as deputy game warden for Ashland County, be transferred to the position of deputy fire marshal at a salary of \$1,200 per annum. Further consideration of the request was laid over until the next meeting.

May 5, 1908.

The minutes of the previous meeting were read and approved. The request of the State Fire Marshal for the transfer of C. J. Good of Ashland, now acting as game warden for Ashland County, from position of game warden to that of deputy fire marshal at a salary of \$1,200 per annum and expenses, was denied on the ground that there is now a suitable eligible list for this position, and furthermore that the transfer of Mr. Good would involve a promotion.

The Secretary was directed to report to the Commission at its next meeting the names of all persons in the employ of the state whose names appeared on the State Fair payroll last year.

The Secretary was also directed to report at the next meeting on proposed rules ordered at the meeting of April 16th.

The Secretary was directed to ascertain the legal status of A. J. Klofanda of Chippewa Falls, formerly a deputy game warden, whose commission expired in July, 1907.

An oral request having been made by Honorable J. D. Beck, commissioner of labor and industrial statistics, for authority to certify the name of Irene Osgood, now acting as special agent in a position classified as non-competitive, as clerk at a salary of \$1,100 a year temporarily until the position can be filled from the eligible list, was denied on the ground that the assignment of a person in the non-competitive class to a competitive position is not in compliance with the provisions of law. The Secretary was directed to advise Commissioner Beck that in case it is desired to fill the position of clerk in his office at a salary of \$1,100 per annum, names from the general list of clerk will be certified.

The Secretary reported to the Commission the substance of a conversation had with William Pugh shortly prior to his separation from the service as clerk in the office of the State Treasurer. The Secretary reported that in this conversation charges were made to the effect that the State Treasurer, through his agent, sought to ascertain his political affiliations prior to his employment. The Secretary was instructed to take all necessary steps to require William Pugh to appear before the Commission at its next meeting if at that time he has returned to the city, in order that he may be examined in relation to the alleged violations of law.

President Cunningham brought to the attention of the Commission certain emergency appointments recently made at the Home for the Feeble Minded at a time when there were several persons on the waiting list for positions in the labor class. It appears that Supt. Wilmarth failed to make requisition upon

the Commission for certification of names prior to making this emergency appointment. The matter was referred to the President and Secretary for investigation, with instructions to report more fully concerning their findings at the next meeting.

Honorable C. C. Bennett, superintendent of public property, appeared before the Commission to make request for promotion of Washington Mason to the position of janitor in charge of toilet rooms. The request was granted subject to non-competitive examination on the understanding that the service to be rendered is to be confined strictly to this particular service.

The request of Superintendent E. W. Walker for authority to promote Betsy Larson, Helen Waite and Alice Fisher, now acting as cadet teachers in the school for the deaf at a salary of \$25 a month and maintenance, to the position of regular teacher at salaries respectively of \$40 and \$35 a month and maintenance, was granted, this section being in harmony with a previous resolution of the Commission to the effect that the position of teacher in penal and charitable institutions may be filled without non-competitive examination when there is no suitable eligible list for the position.

May 21, 1908.

The minutes of the previous meeting were read and approved. Commissioner Buell reported that William Pugh, formerly a clerk in the office of the State Treasurer, appeared before him on the 15th of May and made affidavit that persons acting in behalf of the State Treasurer, sought to ascertain his political affiliations prior to his employment as clerk in the office of the State Treasurer. The affidavit was filed and Commissioner Buell was authorized to require C. E. Broughton to appear before him to testify in reference to the matter.

An amendment to rule 15, section 3, was introduced and adopted, and a signed copy was forwarded to the Governor for his approval.

The question of adopting a rule governing promotion of persons in the labor class, the preparation of which was author-

ized in the minutes of the meeting of April 16th, was laid over to the next meeting.

A letter was received from Secretary J. M. True of the State Board of Agriculture asking whether persons regularly employed by the state may be employed at the State Fair provided they obtain leave of absence from the department in which they are regularly employed. Secretary True also wished to know whether ten days' appointments for service at the State Fair may be made under the emergency clause without reference to certifying lists of eligibles. The Secretary of the Commission was instructed to inform Secretary True that the Commission will object to certifying to the employment of state employees on the ground that it is not good public policy for state employes to obtain leave of absence on full pay for the purpose of entering the service of the state in some other capacity for additional compensation. He was further directed to instruct Mr. True that in the event that the Commission has no saitable eligible list, emergency appointments may be made for a period not exceeding ten days, but that names of persons so appointed should be certified by the Civil Service Commission before payment for services is made.

The Secretary reported to the Commission that postage stamps have been stolen from the office and informed the Commission of an investigation now in progress to discover the miscreant. The Secretary was authorized to summon witnesses and to take any other steps necessary to discover the guilty party.

The Secretary reported that Mr. M. M. Sweet, local examiner for the Commission at Washburn, has resigned on account of change of residence. The matter of selecting a successor to Mr. Sweet was laid over.

The Secretary reported that the University Regents have made arrangements to employ hereafter a matron and all cooks, waitresses, laundresses, etc., for the maintenance of Chadbourne Hall, which prior to this time has been in private hands under contract. The matron of Chadbourne Hall requests that persons previously employed by Miss Crowe, who had a contract for the management of Chadbourne Hall, be retained under the civil

service in the positions formerly held by them. The matter was left to the Secretary with authority to make such arrangements looking to the retention of these employees, as may be made in conformity with the provisions of the civil service law.

The Secretary was authorized to prepare an eligible list for the position of book-keeper in the office of the State Treasurer, it having been shown that there are now only two persons on the eligible list for book-keeper eligible for this position.

AMENDMENTS TO CIVIL SERVICE RULES.

The State Civil Service rules are hereby amended to read as follows:

Rule 4, Section 7. Positions herein enumerated are hereby placed in the non-competitive class for a period not to exceed one year from the date of the adoption of this amendment, thereafter to be deemed as in the competitive class. All persons employed by the State Tax Commission and by the State Railroad Commission in determining the physical valuation of the Milwaukee Street Railway system and of other street railway systems in the state of Wisconsin, as follows:

One Chief Roadway Inspector, in general charge of the valuation of roadway, track, bridges, buildings, real estate, right of way, etc.

One Field Roadway Inspector in local charge of valuation under the direction of the Chief Roadway Inspector.

One Chief Mechanical Inspector, in general charge of the valuation of steam power plants, shop machinery, cars, etc.

One Field Mechanical Inspector, in local charge of the valuations under the direction of the Chief Mechanical Inspector.

One Chief Electrical Inspector, in general charge of the valuation of electrical machinery, electric light and power equipment, distributive system, etc.

One Field Electrical Inspector, in local charge of valuations, under the direction of the Chief Electrical Inspector.

Ten or more Assistant Field Inspectors and Office Assistants, to assist the Field Inspectors and the Engineer in charge of valuation.

One or more Expert Statisticians to examine and report upon the accounts of the Milwaukee Street Railway System, as directed by the Railroad Commission.

(Adopted Jan. 1, 1907.)
S. E. SPARLING,
T. J. CUNNINGHAM,
OTTO GAFFRON,

Commissioners.

Approved Jan. 16, 1907.

James O. Davidson,

Governor.

In accordance with the provisions of Chapter 363, Laws of 1905, the Civil Service Rules are amended by making the following addition to Rule IV:

Section 8. The position of stenographer, one position, in the department of economics in the University is hereby placed in the non-competitive class. (Adopted Feb. 20, 1907.)

S. E. Sparling,
T. J. Cunningham,
Otto Gaffron,
Commissioners.

Approved Feb. 20, 1907.

James O. Davidson,

Governor.

The Civil Service Rules are hereby amended by the following addition:

Rule 12, section 1. Whenever there is no suitable eligible list for a position in question, appointment may be made to the position of teacher in any of the state reformatory, charitable and penal institutions without examination.

The foregoing amendment to the rules prepared and adopted

by the Civil Service Commission is hereby transmitted to the Governor for his approval. (Adopted April 17, 1907.)

S. E. SPARLING, T. J. CUNNINGHAM, OTTO GAFFRON.

Commissioners.

Approved April 17, 1907.

James O. Davidson,

Governor.

The State Civil Service Rules are hereby amended by the following additions:

RULE II. THE EXEMPT CLASS.

Section 3. In accordance with the provisions of Section 14, the following positions are hereby placed in the exempt class: In the office of the State Board of Assessment:

All persons appointed to act as special assessors and special members of boards of review under chapter 259, laws of 1905, and all persons appointed to act as assistants or special assistants for the review and redetermination of the property in a county on appeal from the action of the county board under chapter 474, laws of 1905. This rule does not apply to special agents.

The foregoing amendment to the rules prepared and adopted by the Civil Service Commission is hereby transmitted to the Governor for his approval. (Adopted April 17, 1907.)

S. E. Sparling, T. J. Cunningham, Otto Gaffron,

Commissioners.

Approved April 17, 1907.

James O. Davidson,

Governor.

The State Civil Service Rules are hereby amended by the following addition:

RULE XI. SECTION 8.

Any person whose name appears on an appropriate eligible list, who has received an appointment on probation and who, during the probationary period, has been separated from the service without evidence of delinquency, misconduct or inefficiency on his part, but owing to reasons of economy or otherwise, may, in the discretion of the Commission, be reinstated on the eligible list.

The foregoing amendment to the rules prepared and adopted by the Civil Service Commission is hereby transmitted to the Governor for his approval. (Adopted May 8, 1907.)

> S. E. SPARLING, T. J. CUNNINGHAM, OTTO GAFFRON,

Commissioners.

Approved May, 1907.

James O. Davidson,

Governor.

In accordance with the provisions of section 7 of the Civil Service Law the Civil Service Rules are hereby amended to read as follows:

RULE 17.

Section 11 of Rule 17 is amended to read as follows:

Section 11. Whenever an appointing officer shall request the certification from the Commission or from the local registration officer of names of persons for appointment to any position in the labor class, the Secretary of the Commission or the local registration officer, as the case may be, shall certify to the appointing officer for appointment the names of three persons

standing highest on the eligible list, if there be so many registered in the grade or class entitled to preference.

RULE 8.

Section 1 of Rule 8 is amended to read as follows: Section 1. The Civil Service Commission shall appoint at least one local examining board for each county.

RULE 4.

A new section is added to Rule 4 to read as follows: Section 9. The position of local examiner for the Civil Service Commission, where the compensation amounts to not to exceed thirty (\$30) dollars per annum, is hereby placed in the non-competitive class.

The foregoing amendments to the rules prepared and adopted by the Civil Service Commission, are hereby transmitted to the Governor for his approval. (Adopted June 27, 1907.)

S. E. SPARLING, T. J. CUNNINGHAM, OTTO GAFFRON,

Commissioners.

Approved July 16, 1907.

JAS. O. DAVIDSON,

Governor.

In accordance with the provisions of chapter 363 of the laws of 1905, section 1 of rule XV is hereby amended to read as follows:

RULE XV.

Section 1. A change in rank or grade shall constitute promotion. A material change in duties and in responsibilities shall be deemed a change in rank, and an increase in salary, beyond the limits fixed for the grade by clause 7 of this rule, shall be deemed a change in grade. But whenever a change 5—c. s.

in grade occurs without a change in position or in duties, persons so affected may be promoted without further examination, when, in the opinion of the Commission, their merit and fitness has been determined by previous examinations and by the records of efficiency of the office or department in which they are employed.

The foregoing amendment to the rules, prepared and adopted by the Civil Service Commission, are hereby transmitted to the Governor for his approval. (Adopted July 17, 1907.)

> T. J. CUNNINGHAM, OTTO GAFFRON, C. E. BUELL,

Approved Aug. 10, 1907.

JAS. O. DAVIDSON,

Governor.

Commissioners.

In accordance with the provisions of Section 14 of Chapter 363, laws of 1905, the State Civil Service rules are amended by the following addition:

Exempt Class.

RULE 11.

Section 4. The position of local examiner for the Civil Service Commission, where the compensation does not exceed \$50 per annum, is hereby placed in the exempt class.

Section 9 of Rule IV is hereby repealed.

The foregoing amendments to the rules prepared and adopted by the Civil Service Commission, are hereby transmitted to the Governor for his approval. (Adopted July 31, 1907.)

> T. J. CUNNINGHAM, OTTO GAFFRON, C. E. BUELL,

> > Commissioners.

Approved Aug. 10, 1907.

Jas. O. Davidson,

Governor.

SON,

In accordance with the provisions of section 17 of the Civil. Service Law, the Civil Service Rules are hereby amended by adding two new sections to Rule 4 to read as follows:

RULE 4.

Section 9. The position of special agent for the Railroad Commission, one position, is hereby placed in the non-competitive class.

Section 10. One position as special agent for the Commissioner of Labor and Statistics to investigate and report concerning wages, hours of labor, factory and home life of girls in the City of Milwaukee, this position to terminate when the investigation is completed, and to continue for a period of not to exceed one year from the date of the adoption of this rule.

The foregoing amendments to the rules prepared and adopted by the Civil Service Commission are hereby transmitted to the Governor for his approval. (Adopted Sept. 18, 1907.)

> T. J. CUNNINGHAM, OTTO GAFFRON, C. E. BUELL,

Approved Sept. 21, 1907.

JAS. O. DAVIDSON,

Governor.

Commissioners.

In accordance with the provisions of the Civil Service law the Civil Service Rules are hereby amended by adding a new section to Rule 4 to read as follows:

RULE 4.

Section 11. The position of stenographer for the University faculty and the position of stenographer for the Dean of the department of University Correspondence are hereby placed in the non-competitive class for a period of not to exceed one year from the date of the adoption of this rule.

The foregoing amendment to the rules prepared and adopted by the Civil Service Commission is hereby transmitted to the Governor for his approval. (Adopted Oct. 2, 1907.)

> T. J. CUNNINGHAM, OTTO GAFFRON, C. E. BUELL,

Approved Oct. 7, 1907.

Jas. O. Davidson,

Governor.

Commissioners.

RULE IV.

Section 14. In accordance with the provisions of section 20 the following positions are hereby placed in the non-competitive class.

All persons employed by the State Tax Commission and by the State Railroad Commission in determining the physical valuation of the steam railroads and the street railway and public utility properties of the State of Wisconsin, as follows:

One Civil Engineer Inspector.

One Chief Mechanical Inspector.

One Chief Electrical Inspector.

One or more Field Civil Engineer Inspectors.

One or more Field Mechanical Inspectors.

One or more Field Electrical Inspectors.

One or more Assistant Field Inspectors.

One or more engineering computers.

The foregoing amendment to the rules prepared and adopted by the Civil Service Commission is hereby transmitted to the Governor for his approval. (Adopted Dec. 5, 1907.)

T. J. CUNNINGHAM, OTTO GAFFRON,

C. E. Buell,

Approved Dec. 6, 1907.

JAS. O. DAVIDSON,

Governor.

Commissioners.

In accordance with the provisions of the Civil Service Law, two new sections are hereby added to Rule IV to read as follows:

RULE IV.

Section 15. The following positions are hereby placed in the non-competitive class:

One position as special agent for the Commissioner of Labor and Industrial Statistics to investigate and report in co-operation with the International Association for Labor Legislation on subjects which may be agreed upon with that Association, said reports to be published by the Commissioner. This investigation shall continue for a period of not to exceed one year from the date of this rule and the compensation shall not exceed one thousand (\$1,000) dollars per annum.

One position as special agent for the Commissioner of Labor and Industrial Statistics to investigate and report concerning wages, hours of labor and conditions of employes of public utilities in the State of Wisconsin at a compensation of not to exceed five hundred (\$500) dollars, including traveling expenses; this position to terminate when the investigation is completed and to continue for a period of not to exceed one year from the date of this rule.

The foregoing additions to the rules prepared and adopted by the Civil Service Commission are hereby transmitted to the Governor for his approval. (Adopted March 5, 1908.)

> T. J. CUNNINGHAM, OTTO GAFFRON, C. E. BUELL,

> > Commissioners.

Approved March, 1908.

JAS. O. DAVIDSON,

Governor.

In accordance with the provisions of the Civil Service Law, Section 3 of Rule XV is amended to read as follows:

RULE XV.

Section 3. Whenever there are less than three persons in the next lower rank or grade, eligible and willing to compete, the commission shall hold an original competitive examination to fill the vacancy or may permit the appointing officer to nominate one of such eligible persons, who may be promoted upon passing the required non-competitive examination. No person shall be deemed eligible for promotion who has served less than three months in a lower rank or grade.

The foregoing amendment to the rules prepared and adopted by the Civil Service Commission is hereby transmitted to the Governor for his approval. (Adopted May 21, 1908.)

> T. J. CUNNINGHAM, OTTO GAFFRON, C. E. BUELL,

> > Commissioners.

Approved May 23, 1908.

JAS. O. DAVIDSON,

Governor.

In accordance with the provisions of the Civil Service Law a new section is hereby added to Rule 4 to read as follows:

RULE 4.

Section XVI. The position of matron of Chadbourne Hall of the State University is hereby placed in the non-competitive class.

The foregoing addition to the rules prepared and adopted by

the Civil Service Commission, is hereby transmitted to the Governor for his approval.

(Adopted June 16, 1908.) T. J. CUNNINGHAM, OTTO GAFFRON.

C. E. BUELL. Commissioners.

Approved June 20, 1908. JAS. O. DAVIDSON. Governor.

In accordance with the provisions of the Civil Service Law a new section is hereby added to Rule 4 to read as follows:

Section XVII. The position of dentist for occasional service in penal and charitable institutions is hereby placed in the noncompetitive class for all incumbents not residing in the institution.

The foregoing addition to the rules prepared and adopted by the Civil Service Commission, is hereby transmitted to the Governor for his approval. (Adopted Sept. 10, 1908.)

> T. J. CUNNINGHAM, OTTO GAFFRON. C. E. BUELL.

> > Commissioners.

Approved Sept. 14, 1908. JAS. O. DAVIDSON. Governor.



PART III.

Statistics of Examinations.

Appointments, Removals, Reinstatements and Promotions.

STATISTICS OF EXAMINATIONS.

LIST OF OPEN COMPETITIVE EXAMINATIONS, DEC., 1906—JULY 1908.

Date of exami- nation.	Kind of examination.	Number applied.	Number examined	Number passed.	Number failed.	Number rejected.
1906, Dec. 15 Dec. 15	Stenographers. Typewriters	83 61	52 42	39 26	13 16	
1907. Jan. 8 Jan. 29 Mch. 2 Mch. 3 Aug. 10 Aug. 10 Aug. 10 Aug. 10 Aug. 10	Legislative attendant in document room. Legislative, assistant sergeant-at-arms. Legislative index clerk. Legislative journal clerk and blookkeeper. Legislative laborer Legislative messenger. Legislative police. Legislative postemaster. Legislative postmaster. Legislative postoffice messenger. Legislative proofreader. Attendants. Tallor. Assistant veterinarian. Hef clerk braughtsman Insurance examiner. Janitor. Mechanician Oil inspector (Jackson county). Physician. Game warden (Manitowoc county). Family officer and matron. Attendant. Tailor. Attendant. Clerk statistical. Clerk copyling. Clerk general. Family officer (Green and Lafayette counties) inspector school for deaf. Teacher-ruad. Police. Physician. Messenger, historical library. Carpenter. Chemist. Cheese factory inspector. Firennan.	.5\$506\$\$4528399884828872773053404799578355923	889 25 10 2 27 3 1 2 6 3 2 9 6 1 5 1 5 7 6 8 6 6 1 8 6 6 6 8 1 2 6 6 6 8 1 2 6 6 6 7 1 2 6 7 1	231 310 557 622 25 26 4 10 10 10 10 10 10 10 10 10 10 10 10 10	27 -1 -1 -1 -1 -1 -1 -1 -1 -1 -1 -1 -1 -1	18 7 4 9 12 18 5 1 4 2 2 2 1 1 1 1

Statistics of Examinations.

LIST OF OPEN COMPETITIVE EXAMINATIONS, DEC., 1906—JULY 1908—Continued.

I⊧ati eta nati		Kind of examination.	Number applied.	Number examined	Number passed.	Number failed.	Number rejected.
Aug. Aug. Aug. Aug. Aug. Aug. Aug. Oct. Oct. Oct. Et. Et. Et.	10 10 10 10 10 10 17 24 24 24 24 19 19 19 19 19 19	Family officer and matron Fire marshal Machinist Mechanician Painter Trained nurse Trained nurse Trained nurse Attendant Fire marshal (First Geputy Game warden Proof reader Stenographer Engineer Foreman fish hatchery Guard Library cierk Supervisor of dairy tests Stenographer, expert Tailor. Game warden Game warden	91127 323 9 80 5 5 13 5 4 7 30 5 x 8 16	85 5 5 2 2 2 3 9 5 2 2 4 4 6 1 3 3 3 3 5 2 3 3 8 7 1 5	8 15 6 3 5 1 1 3 8 25 8 2 8 9 1 24 6 10 1 6 1 6 1 1 1 2 6 1 1 1 1 1 1 1 1 1 1 1	27 22 2 1 1 30 13 24 24 26 59 13 13 27	1 1 1
an. an. an. an. an. ch. ch. ch. ch. ch. ch. ch. ch. ch. ch	. 1155555555555555555555555555555555555	Oil Inspector Bookkeeper Accountant Carpenter Creamery, dairy and food inspector. Cruiser Factory inspector Family officer Janitor Painter Physician Plumber Mechanician Attendant Attendant Attendant Attendant Attendant Oil Inspector Historical library Arm superintendent Hessenser, historical library Arm superintendent Hessenser Stenographer (expert) Messenser Under Construction Attendant Attendant Attendant Grant Stenographer (expert) Messenser Under Construction Attendant Attendan	242 5 4 4 7 8 10 16 9 (- 25 21 1 2 2 6 1 2 2 2 2 4 8 4 2 4 2 4 2 4 2 4 2 4 2 4 2	21 61 61 846 69 69 69 69 69 69 69 69 69 69 69 69 69	10 18 4 17 18 20 11 21 17 4 23 4 4 13 16 22 2 16 8 21 21 21 21 21 21 4 34 22 22 16 21 21 21 21 21 21 21 21 21 21 21 21 21	11 14 55 18 27 68 27 68 26 3 12 4 4 4 4 1 28 2 4 5 14 4 4 1 2 1 3 1 4 4 4 1 4 1 4 1 4 1 4 1 4 1 4 1 4	2 2 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
15 15 1 15 1 1700 1700 1700	16 16 16 16 16 16 16 16	Typewriter Tariff clerk Teacher-guard Veterinarian Messenger Clerk, apprentice Bookkeeper Teacher	365	71 52 7 35 17 29 124 17	67 11 3 26 9 15 32 5	4 41 4 9 8 14 91 12	1
	ĺ	Total	2547	3037	1561	1348	128

Statistics of Examinations.

TABLE SHOWING NUMBER OF APPOINTMENTS FROM DEC. 1, 1906, TO JULY 1, 1908.

	Сомре	TITIVE.	NON-COM- PETITIVE.
Position.	From eligible lists on probation.	From eligible lists for temporary service.	By examina tion to non competitive positions.
rchitect			
ittendant		• • • • • • • • • • • • • • • • • • • •	
uditor lookkeeper		•••••	
arpenter	3	1	
lerk	23	30	2
lerk, apprentice	1		-
'lerk, chief	1		
lerk, tariff			
ierk, library		2	
lerk, typewriter		•••••	
hemist, assistanthemist		•••••	l • • • • • • • • • • • • • • • • • • •
raughtsman			
lectrician			
ngineer, steam			
xaminer, insurance	1		1
amily officer and matron		• • • • • • • • • • • • • • • • • • • •	
remen			
ire marshallre marshal (first deputy)	3	1	
oreman (fish hatchery)	1	•••••	
ame warden		•••••	
uard		• • • • • • • • • • • • • • • • • • • •	
nspector (bakery)			
ispector (tax commission)			23
ispector (cheese_factory)	1		
aspector (creamery, dairy and food)	1	• • • • • • • • • • • • • • • • • • • •	
nspector (food)		• • • • • • • • • • • • • • • • • • • •	
nspector (deaf)	1 8		
aspector (oll)spector (factory)			
rspector (woman, factory)	i	••••••	
anitor	Ŷ		
(achinist (assistant)	i		
achinist			
echanician			
ason			
atron			1
essengerainter		• • • • • • • • • • • • • • • • • • • •	
hysician (assistant)	3	•••••	
hysician	. ~		
lumber		1	
olice	4	1	
pecial agent			
hoemaker			
tenographer		44	- 6
upervisor, dairy test	6		
uperintendent (buildings)uperintendent (construction)	3		
uperintendent (farm)	i		
'allor	8		
'eacher guard			1
'ypewriters	24	1	
reasury agent	1		16
'eacher			2
'rained nurse	1		
cterinarian, assistant			

Statistics of Examinations.

TABLE SHOWING NUMBER OF APPOINTMENTS FROM DEC. 1, 1906, TO JULY 1, 1908—Continued.

	Сомре	TITIVE.	NON-COM- PETITIVE.	
Position.	From eligi- ble lists on probation.		By examina- tion to non- competitive positions.	
LEGISLATURE.				
Attendant, document room. Clerk Index. Clerk journal Laborer Messenger Messenger, Dost office. Night watch Police Postmaster Proofreader Sergeant at arms, assistant.	1 2 2 2 2 2	1		
Office assistant Locker attendant Tool room attendant Assistant Attorney General Elevator man Cook Proof reader Elevator boy, messenger Cruiser Assistant, tax commmission, valuation of rail- roads. Post office messenger	1 1 2			
Total		501		

Appointments, Promotions, Reinstatements, etc.

•	
_	
::	
-	
_	
•	
٠.	
_	
∕.	~
••	k
_	=
=	≂
-	-
_	
	_:
=	To JULY
_	
-	_
•	٠.
_	_
-	•
=	_
=	٦.
_	
_	_
_	_
/.	_
- :	-
≺	. •
こくにいいいい	i 1, 1907.
ſ	Ç
-:	=
1	_
~	
_	•
_	_
_	
	`-
_	~
_	_
_	_
-	• '
_	_
シンコ エト・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・・	•
	•
7.	_
_	7
-	—:
_	_
	~
٠.	^
٠,	_
_	~
~	=
T.	-
╗	·r
_	1.
٠,	_
	J
-	_
•	΄
_	:
	_
ENTRY OF CIVE AND THE PROPERTY OF THE VIEW OF THE	_
~	_
スースととなるとととして	_
Ŧ,	_
	:-
-	J.
T.	
-	
1.	_
_	
•	少.
~	マ
_	
_	~
-	_
_	_
	٠,
	_
1	Ĺ
_	~
•	_
	_
J.	. :
_	=
<u>۰</u>	_
_	_
=	-
_	$\overline{}$
_	_
_	.,
_	1.
=	_
Ξ.	•
SOMOTIO:	_
=	
~	=
•	-
_	٠.
·ř	:
j.	Ţ
ī.	Ě
į.	Ξ
Ţ.	
	(Y L
ガーンゴ	SE LE
アンステ	
ガレスゴス	ELPT PEX
デニハゴスコ	
	CEPT PENAL AND CHARITABLE INSTITUTIONS, FROM JANUARY 1, 1907, TO JULY 1, 1908.

	Position.	Salary. Service begun.	Service begun.	Terebec ended.	Class.	Remarks.
Jackson, Russell Thus, A.C. Thus, A.C. Thus, A.C. Thucker, Frank T Tucker, Frank T Meserselmidt, J.C. Schuekhart, E.M. Schuekhart, E.M. Clemons, Fannle G. Flancett, Fannle G. Flancett, Fannle G. Meserselt, Fannle G.	irst Assistant Attorney General Assistant Attorney General Assistant Attorney General Assistant Attorney Assistant Attorney and Assistant Attorney and Separation of the Attorney and Atto	######################################	(0,00,00,00,00,00 8,00,00,00,00 8,00,00,00,00 8,00,00,00,00 8,00,00,00,00 8,00,00,00,00 8,00,00,00,00 8,00,00,00,00 8,00,00,00,00 8,00,00,00 8,00,00 8,00,00 8,00,00 8,00,00 8,00,00 8,00,00 8,00,00 8,00,00 8,00,00 8,00,00 8,00,00 8,00,00 8,00,00 8 8,00 8 8,00 8 8,00 8 8,00 8 8 8,00 8 8		F CONE E	Section 14. Section 17. paragraph 1. Section 17. paragraph 2. Promotion appointment From eligible list Section 9. Section 9. Fromotion napointment. By transfer from C. S. Commission, temporary.
	STATE BOARD OF ASSESSMENT.	RD OF A	A EXESSION E N	<u>.</u> :		
Paumark, Mrs. J. M. C. Mark, J. G. D. J. Mark, J. G. D. J. Manner, A. E. J. Manner, M. J. G. C. Van Zandt, J. G. C. Van Zandt, J. G. C. Manders, F. L. Manders, F. L. Manner, M. E. J. Miller, W. E. J. Miller, W. E. J. A. Miller, W. E. J. J.	Pannack, Mr., J. M. Clerk Mark, J. G. D. Jannes, A. E. Assistant and special mental Jannes, A. E. Assistant and special mental Jannes, A. E. Assistant and special mental Assistant and special mental Thorrieson, H. J. Therrieson, H. J. Therrieson, H. J. Therrieson, H. J. Therrieson, H. J. Thorrieson, H. J. Therrieson, H.	<u> </u>		21 to 15	SANANANANANANANANANANANANANANANANANANAN	Section 17. paragraph 1. Reinstatement. Promotion. Promotion. Promotion. Change of title only.

_		P	povn		,,,	1 ,0		••••	,	100				****	, 0	, o.			_
			Promotion. Promotion.	Reinstatement.	Transfer. Change of title only.			Temporary appointment.	Temporary.	Temporary. From eligible list, temporary	r time. Reappointed, † time. Promotion.	Transfer.		Eligible list.	Promotion.	Eligible list. Fligible list.		Eligible list.	Eligible list.
, ,	COUCU.	 				: : : : :	UU:		i Z			UU ZZZ	j Z	: :				ن ن	C
;; ;;	2 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5		3				: 1 22;) I - C				3-18-07 7-22-07 1-22-07	Į	20-1-1					-
38 88 8	មមមម ឥត្តឥត្ត	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	11,	35	175 139: 225;	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	201 201 201		20 E	20 20 20 20 20	237	# # # # # # # # # # # # # # # # # # #	9-1-			1 = 4	10-10-10-10-10-10-10-10-10-10-10-10-10-1		6-1-67
282	3233	3.	313 E	33	283	3 13 33	3.8 .3	۲. الم	38	<u> </u>	<u>‡</u> 3	3 128	33	33:	233	823	23	÷3	2
Fig. 14 of the equipmental framework of the factor of the	First mechanical inspector Assistant field inspector Office assistant	Engineering computer	Stemographer Stemographer Office assistant	Engineering computer.	Assistant field inspector Field mechanical inspector Field electrical inspector	Special assistant Senographer Assistant field inspector		Assistant Brita Laspertor Copylist Superior		Copy clerk Clerk	Clerk	Office assistant Field inspector	Mides elects and librarian	Clerk and stenographer	Clerk	Assistant and special agent		Clerk Officer assistant	Special assistant
Weston Geo.	Fhorn W. F. Kermer, M. J. Lottes, A. J.	De Boos, F. A. Morltz, Bertha	Moritz, Bertha D	Williams, L. D. Brown, E. S.	Harris, E. W. Harris, R. W. F. Harris, R. W. F.	Shanks, Myrtle Kehr, F. C.	Eastly, C. L.	Reynolds, P. N.	Reynolds, P. N. Highbee, Hazel	Highbee, Hazel	Highbee, Hazel Highbee, Hazel	Gruhl, E. G.	Evans, Mrs. Anna W.	Norton. Florence Q.	Brabant, Edward J.	Crocker, F. A.	Pengra, M. H. Luft, Katherine	Luft, Katherine Schmidt, R. A	Schmidt, R. A

	Appointments, Promotions, Reinstatements, etc.								
	Remarks.	Eligible list. Temporary, eligible list. Temporary.							
IENT. Continued.	Class.	CHANCOCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCC							
	Service Seruice begun, ended.	54.0.0000000000000000000000000000000000							
ASSESSA	Salary.	និងខ្លួននគរបន់ជិទិនេកកសកកកកកនុងទីទីមីមីមីមីមីមី 							
STATE BOARD OF ASSESSMENT. Continued	Position.	Assistant and Assistant flassistant flassi							
	Name.	Schmidt, R. A. Gildden, Violet Judsen, D. E. Judsen, D. E. Seerist, H. Seerist, H. Sharchard, G. W. Ramchand, G. W. Cowles, H. V. Cowles, H. V. Cowles, H. V. Cowles, H. V. Nolan, H. T. Nolan, H. T. Nolan, H. T. Schoeubnester, A. J. Curtin, J. H. Gorman, E. P. Schoeubnester, A. J. Curtin, J. H. Markar, H. R. Barker, Blanche Godfer, A. J. Curtin, J. H. Mackar, H. R. Barker, Blanche Godfer, Minfred Trainon, Kate Franco,							

Appointments, Promotions, Reinstatements, etc.

200 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	eligible list. eligible list. eligible list. † timo eligible list. † time		aly.	aph 1. 17. par. 1.
Temporary, ellgible list Temporary, ellgible list Temporary, ellgible list Temporary, ellgible list Reappolatment,		Temporary.	Change of title only. Promotion. Promotion. Temporary, eligible list Eligible list.	Section 1: paragraph 1. Temporary: sec. 17. par. 1. Reinstatement.
25555				טטט
75558 775587 22227	2222 2222 2322 2322			- 19 - 19
******** ********	+ e e e e e e e e e e e e e e e e e e e	<i>\$6</i> \$\$ \$\$\$\$\$ \$\$	2555 2555 2555 2555 2555 2555 2555 255	2 2 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3
	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$			_:
400000	Clerk Clerk Clerk Clerk Clerk Clerk Expert and	Expert and assistant Expert and assistant Expert and assistant Expert and assistant Assistant in reassessment	Assistant field Inspector Office Assistant Assistant field inspector Assistant field fiespector Assistant field fiel	Typewriting elerk Typewriting elerk Assistant field inspector Engineering computer Assistant field inspector Assistant gend inspector
Marr. P. Cowitt. Mary Poliman. Else. Poliman. Poliman. Else. Poliman. Poliman. Else. Poliman. Poliman. Else. Poliman.	Lyons, Florence Lyons, Florence Johnson, Jessie Tormey, Regina Donovan Katherine, Rycamon, E. D.	Kullans, M. Ketth, G. B. Ketth, G. B. Van Patten, E. Ghoen, G. W. Nordman, E. Gauper, Ole McNutt, J. O. Nuderson, A. J. Rarer, O. D. Larson, J. O.		t internill. Myrite. Spencer. Mrs. F. T. Cadhy. J. N. Curtis. N. P. Bennett, W. B.

BOARD OF CONTROL.

		rent.	s, Promotions, Reinstatem	enis, etc.
Remarks.	Increase in salary. Eligible list. Cert. refused. Not from el. list.		Esigned. Eligible list. Increase in salary. Increase in salary. Increase in salary. Englishe list. Promotion. Temporary. eligible list.	Original employe. Section 14. Original employe. Promoted. Original employe. Promoted. Promoted. Fransfer from state tax com.
Class.	ದ್ವವಾದ್ವಾ		บบบนดีวยบบบบบบบบ	ು ಹೆರಬರುವವರ
Service ended.			2	61 62 63
Service begun.	******	(.E.	*-************************************	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Salary.	201 201 201 200 200 200 200 200 200 200	CIVIL SERVICE.	25. 12. 12. 12. 12. 12. 12. 12. 12. 12. 12	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5
Position.	Secretary Chief clerk Clerk second assistant Clerk first assistant Clerk first assistant Clerk first (Clerk first)	CIVII	Chief clerk. Chef and reader. Chief clerk. C	Creamery, dairy and food inspector Assistant Creamery, dairy and food inspector Creamery, dairy and food inspector Assistant chemist Assistant chemist Secretary
Name.	Tapples, M. J. Lerum, A. C. Lerum, A. C. Bart, W. F. Leruhll, H. F. Durm, Fannle, Barnard, J. E. Insel, Gertruske.		Sexton. J. M. Fawett. F. L. Fawett. F. L. Fawett. F. L. Greig, Corollne Midth. H. S. Knight. H. S. Seyton. C. Vates. Bortlan. C. Vates. Bortlan. P. Schram. P. Sc	Larson, H. C. Larson, H. C. Larson, H. C. McAdam, Will. NicAdam, Will. NicAdam, Will. Kundert, A. E. Kundert, A. E. Kundert, A. E. Kundert, A. E. Kundert, Harry

Appointments, Promotions, Reinstatements, etc.

F II		٠	
Section 17, paragraph (Ellistide list, Ellistide list,		Pransfer from state ins. dept. Section 18. demonstrates. Elieble 184. Section 17. concretes. Section 18. paragraph 2. Section 14. paragraph 2. Section 14. paragraph 2.	Increase in salary. Increase in salary. Eligible list. Eligible list. Eligible list. Increase in salary. Increase in salary. Eligible list.
Com. Com.		ಷಷ್ಟ ೨೦೦	Řodadodal
		□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□□	
5 8 8 8 2 22 1 2 1 2 2	RSHAL.	本・まませる。 本・おおおおのでは、 本・おおおおのでは、 では、 では、 では、 では、 では、 では、 では、	11114888
8 <u>8</u>	IRE MA	5.5 5.5 5.5 5.5 5.5 5.5 5.5 5.5 5.5 5.5	<u>2</u> 28888888
Assistant chembet. Creamery, dairy and free inspector. Cheese factory, dairy and feed inspector.	STATE FIRE MARSHAL	Stengrapher Chef assistant fire marshal Deputy fire marshal Reporter R	Superintendent Chief clerk Clerk Clerk Caborer Foreman Fish expert Laborer Laborer
future		Puriell Kate Switch Killand, G. H Summers, S. F Vanderboom, E. J Vanderboom, III Vanderboom, IIII Vanderboom, IIIII Vanderboom, IIIIIII Vanderboom, IIIII Vanderboom, IIIIIIIII Vanderboom, IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII	Nevins, Jas. Sylers, A. Patterson, M. Mendre, F. Zalsman, P. G. Mahlouds, A. Wahlquist, A. Wahlquist, A. Wahlquist, A.

 ${\bf Appoint ments,\ Promotions,\ Reinstatements,\ etc.}$

							_
Name.	Position.	Salary.	Service begun.	Service ended.	Class.	Remarks.	
Vance Jas Maag J. Mag J. Burkee, B. Gallagher, A. Gallagher, A. Gallagher, A. Skes, M.	Assistant on car Foreman Careman Foreman Foreman Foreman Foreman Foreman Laborer Foreman Calerk and stenographer	22222222222222222222222222222222222222	200 200 200 200 200 200 200 200 200 200	7 - 1 - 07 1-17-07 1-30 - 07	45555554555	Eligible ist, Increase in salary Increase in salary Eligible list. Promotion. Promotion. Increase in salary. Reduction in salary. Relustated. Temporary. Temporary. Temporary.	
52 laborers emplo	152 laborers employed temporarily at \$1.50 to \$2.50 per day.	FORESTRY.	ند		i 		
Spoor Leone Javobs, P Do'for, R T Do'for, R T Do'for, R T Do'for, R T T Do'for, R T T T T T T T T T T T T T T T T T T T	Stenographer C'rulser	Per den Per den	40000000000000000000000000000000000000	6 19 – G	000000000000000000	Eligible list. Eligible list. A producted from eligible list. A producted from eligible list. A producted from eligible list. Section B. rule i3. Section I. rule i3.	

~
′.
•
_
7.
Ĩ
-
_
7
7
-
2
-
•
_
=
-
~
=
-
-
•
_
÷
2.

Appointments, Promotions,	Reinstatements, etc.
Eligible list. Eligible list. Increase in salary. Increase in salary. Increase in salary. Eligible list.	Eligible list. Certificate refused. Certificate refused. Eligible list. Commission reissued. Eligible list. Commission reissued. Eligible list. Cemmission reissued. Eligible list. Eligible list. Eligible list. Commission reissued. Commission reissued.
	0000000000000
\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	\$5 25 25 25 25 25 25 25 25 25 25 25 25 25
	7
ร็ะระรัฐหลมมห ขนะอลลหนุษฎษ	AME AME
Labover Nemographier Nemographer and clerk Stenographer and clerk Stenographer and clerk Stenographer and clerk Stenographer Clerk Clerk Clerk Clerk Clerk Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Messenger	Deputy
Medium, C. Johnson, C. Johnson, C. Johnson, C. Myers, Anny Myers, Anny Myers, Anny Myers, Anny Myers, Anny Myers, B. Homeword, M. Horon, Mary Larson, L. Hartman, L. Hartman, L. Hartman, L. Hartman, L. Horon, Alley Myers, Alley Myers, L. Morris, R.	Ansorge, H. A. Burgett, W. W. Burgett, W. W. Burgett, W. W. Cole, W. A. Cole, W. A. De Long, T. R. Pollet, C. E. Follet, C. E. Gerchardt, F. Geod, C. J. Hulbert, A. T. Henrickson, F.

		1		!	
Position.	Salary.	Service begun	Service ended.	Class.	Remarks.
Peputy Peputy	333 0000	11-1 07	12 1 07		Temporary. Flighbe list.
Y puty Prouty	188	**	;		Commission refesued.
Peputy.	8.8.5 rinir	¥ (-)	₹ - -		Appointment, eligible list, Suspended, Completes referred
Peputs Peputs	188	X		ري	Commission reissued. Commission reissued.
Peputy Peputy	888	남 준 년 다 드 - 은 가 :	3	ي ي	Appointment, eligible list, Commission reissued,
Peputy Peputy	188	- + ≥	•	ي ي	Commission refssued. Eligible fist.
beputs beputs	(A) (A)	# # * * * .			ž
beputs beputs	88. 200	₹ E 3 m	j; m. ¥ w. ₹ ₹	ن	
k-puty k-puty	3 5	† † - - -		ان ن	Temiorary, Sec. II. paragraph I. Temiorary, Sec. II. paragraph I.
beparts beparts	3 13 13 13 14 13 16 16 13 16 1	**		ان ن	Eligible fist. Eligible list.
Poputy	88) 200	= = = = = = = = = = = = = = = = = = =		: نون	Flighle list. Temporary.
Prints Prints Prints	9,5,8 5,5,5,5	5 - 5 - 5 - 5 - 5 - 5 - 5 - 5 - 5 -	-4- 553 886		Temporary, Sev. 17, paragraph 1. Temporary, Sev. 15, paragraph 1.
BOARD	BOARD OF HEALTH	ALTH.			
Chief clerk Chef clerk Chef clerk Clerk Clerk Clerk Stengrapher Stengrapher	<u> </u>	4-144x1-5:	2 : 2 : 2 :	0000000	Increase in salary. Increase in salary. Increase in salary. Increase in salary. The changed, clighble list. Temporary, see, If, pur. 1. Editchie ilst.

Appointments,	Promotions,	Reinstatements,	etc.

-			neni	· · · · · · · · · · · · · · · · · · ·	men	uts, etc.
Increase in salary. Elliphic list. Resigned. Resigned.		Ex Section 14.		Eligible list, Fluctole list, Fromotion. Fromotion. Frans as deputy e marshal. Resigned. Transfer and promotion. Transfer and promotion. Fremorery trans, to legislature Section 14. Relixible list. Increase in salary. Increase in salary. Fremorery: eligible list. Section 17. paragraph 1. Temporary: eligible list. Section 17. paragraph 1. Temporary: eligible list.		Eligible list. Temporary 3 mos. eligible list. Temporary, eligible list.
5000		EX EX EX		ರವರದರವರದಷ್ಟರದರವರ		ರರರರರರರ
		26 21 21		10-1-6 1-1-6 1-1-1-6 1-1-1-6 10-1-1-6 1-1-6 1-1-6 1-1-6 1-1-6 1-6		\$111111111 \$2555555
-21-2 -21-2	: : ! !	1-1-8 1-1-15 1-1-15	범 당	5555945-45-4-4 	ristics.	10111111111111111111111111111111111111
8888 8888	IMMIGRATION	2 8:5:5	INSURANCE.	20 20 20 20 20 20 20 20 20 20 20 20 20 2	ND STAT	#=44444444 868383888
Clerk O. Stenderspher Stenderspher	(MM)	A Sternorrapher Sternorrapher		Messenger Messenger Chief clerk Chief clerk Chief clerk Actuary Stenographer Stenographer Stenographer Kaminer	LABOR AND STATISTICS	Serk Cork Cork Cork Cork Cork Cork Cork Co
National Nat	İ	Camptell, A. Kissel, Ida Berry, Rose.		Frye N. J. Shepberd. E. Shepberd. E. End. W. G. End. W. G. Crystal. Amna. Anderson. T. W. Hillyser. R. W. W. Malte. M. W. W. Malte. M. W. W. Kiccham. E. A. Ketcham. E. Ketcha		Moore Rose Mills L. W.: Sutherland S Carroll, M.: Lyons, F. Lyons, F. Krueger, A. Webster, I. Torbester, I.

LABOR AND STATISTICS—Continued.

Name.	• Position.	Salary.	Service begun.	Service ended.	Class.	Remarks.
Godfrey, A	Clerk		80-82	80 3	ن ا	Temporary, eligible list.
Joleman, M.	Clerk	38	\$ 1 m	58		Temporary, eligible list.
orenz. M. O	Assistant deputy		9-1-07		Ex	Section 14.
letsch. W.O.	Chief clerk		10-1-		:	Increase in salary.
ofton, A. J.	Clerk	: E		F 1-5	: ئان	<u>.</u>
Pavidson, H.	Menographer	3 3	10-1-01			Increase in Salary.
Valler J. E.	Factory inspector	55 55 55 55 55 55 55 55 55 55 55 55 55	1			-
rris. J. A.		9	2			-
huhoff. A		100 00	10-1-07			_
vaems, A. L.	Factory inspector		10 107		: ار	Increase in salary.
eterson, H. F.	Factory inspector		10 107		::	Increase in salary.
Malby, I. A.	Factory inspector.		3 S		٠	Increase in salary.
Stoom, J. K	Lentory	33			:	
Jotter, C. S.	Factory inspector	38				Increase in salary.
ockney. J. L.	Factory inspector		3-16-68			Eligible 11st.
Straub. Wm	Factory inspector	100 00	10-1-07	•		Increase in salary.
ramer. C. J	Bakery inspector	9	φ 		ان.	Increase in salary.
Perdue, Rose	Woman factory inspector	2 2 3	5-1-5	:	:	Eligible 11st.
motour A C	Ciril K	38		g !	:	First 18.
ascobler D (:	Special agent	33	5 %	:		
Second Trene	Viecial agent	- S	2		: : :>	Rule 2 Section 4
shida. L	Stenographer		- 12.	•		٠.
Shanks, M	Stenographer	3	12 - 10 -07	S - 10		-
Vimbirk, L	Clerk		12-31-07	- 10 - (B		Temporary, eligible
'ratt. Wm	Clerk	90 0	12-31-07	2- 10 - (X	: ::	_
Bushnell, J.	Clerk	2	12-31-07	2-10-CE	<u></u>	Temporary, eligible list.
ley. F.	Clerk	9 9	1231 -07	₹ 2-	· · · · · · · · · · · · · · · · · · ·	_
Wilson, A. E.	('lerk	æ ⊋	12-31-07	2 - 2		Temporary.
Ascerowsky, G	Clerk		3 - 0	200	<u>.</u>	_
lanson. D.	Clerk			9-0-	:	Temporary.
Maxson, D.	Clerk	2		27	ان	
Tobardan	Clerk		ş:	2 3		
owle B O	Clark	25			:	Temperation.
Prodes C W	Clerk	3 5	200	5 6		_
Transfer of the second	C 141 W		515	14.		THE PROPERTY OF THE PARTY OF TH

Ŀ

Appointments, Promotions, Reinstatements, etc.

Preparation			1
Perput Pers	Temporary. Elighble Hst. District abolished. District reversated. Temporary. sec. II, par. 1. Elighble Hst. Elighble Hst. Elighble Hst. Elighble Hst. Temporary, section 17, par. 1.	Eligible list. Blighle list. District abolished. District abolished. District abolished. District abolished. District abolished.	Eligible list. No eligible list. Fromotion. Promotion. Promotion. Promotion. Promotion.
Pepulty Perus Perus Perus Perus Pepulty Perus	200000000	000000000000000000000000000000000000000	อดหูหูอดด อาคาอกา
Perput Perput Perces P	S 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	\$ 122 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$
Printly Pepuly P		**************************************	2. KLY. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.
Printly Pepuly P			######################################
Frunhull W. Haker, J. M. Sampbell, J. A. Sampbell, J. Sampbell, J. Stanthamer, S. Sauthamer, S. Stauthamer, S. Stauthamer, S. Sharlesworth, F. Sharlesworth, S. Sharlesworth, S. Sharlesworth, J. C. Terushiall, F. E. Grubber, N. C. A. Stauth, R. J. W. Kelly, J. M. Charlesworth, J. W. Winter, H. C. C. A. Sharlesworth, J. W. Winter, H. C. C. Mart, Glond, S. J. W. Holmes, J. W. Winter, H. C. C. Mart, Groves, J. W. Holmes, J. W. Winter, H. C. C. Mart, J. M. Cov. J. B. Holmes, J. W. Winter, H. C. C. Cover, Mart. Davies, T. J. Mason, W. Mason, W. Mason, M. Hari, H. G. Gruppell, M. Mason, M. M. Mason, M. M. Mason, M. M. M. Mason, M. M. M. M. M. M. Mason, M.			rt Ri.i. in the control of the contr

_:
~
ž
2
Ξ
₽
Ξ
0
O
7
. 1
>
F
*
7
12
2
$\overline{}$
≈
Œ
2
ບ
Ξ.
Ľ
~
-
÷
•

		Appointme	nts, P	romotions, Reinstatements, etc.	<u> </u>
	Remarks.	Eligible list. Eligible list. Temporary, eligible list. Temporary, eligible list. Transferred from laborer.	16 laborers increased by law from \$50 to \$60 per month.	Eligible list. Eligible list. Increase in salary. Transfer. Eligible list. Eligible list. Increase in salary. Eligible list. Eligible list.	Eligible list, temporary. Section 14.
	Class.	コココ級コン	ased by 18	ರಷ್ಟರದಲ್ಲಿ ಎರಡಿದ್ದಾಗಿ ಹೆದ್ದಾಗಿ ಹೆದಾಗಿ ಹೆದ್ದಾಗಿ ಹಿದ್ದಾಗಿ ಹಿದ್ದಾಗಿ ಹಿದ್ದಾಗಿ ಹಿದ್ದಾಗಿ ಹಿದ್ದಾಗಿ ಹಿದ್ದಾಗಿ	E)C
_	Service ended.	2 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	orers incre	5	3 - 0 - 1 - 1 - 0 - 1 - 1 - 0 - 1 - 1 - 1
Continue	Service begun.	11 - 1 - 07 11 - 1 - 07 11 - 20 - 07 7 - 1 - 07 1 - 6 - 08 9 - 20 - 07	16 lal dission.	8882888228832388	2 6 5 2 6 5
PERTY	Salary.	888888 888888	h. P COM	表 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	X34 1663 208
PUBLIC PROPERTY - Continued	Position.	Lalorer Lalorer Lalorer Lalorer Lalorer Fireman	29 police and Janitors increased by law from \$20 to \$70 per month. 16 RAILROAD COMMISSION	Stenographer State State	Stenographer Assistant Secretary of State Assistant Secretary of State
	Name.	Briggs, W. Thorsnes, E. Gunderson, C. Sturdevant, A. Lake B. J. Hart, H. G.	29 police and Janite	Vager R. Kerr W D Kerr W D Homen, W Hogan, J. F Folts, A. W Folts, A. W Frimm, W Timm, W Maliser C Maliser Madams, R Adams, R Adams, R Adams, R Moore, Rose Smethurst, J Hagemah, W Gelisse, H Gelisse, H	Berry, Roge Torke, A. T.

Appointments, Promotions, Reinstatements, etc.

Figure 1 11 Notion 1 1 Notion	Chief cierk Invergent len Cierk Steinwrapher Cherk assistant Cherk assistant Steinwrapher Steinwrapher Steinwrapher Vault cierk Vault cierk	38533 <u>8</u> 3388336		2	ರ್ಲಲಿಕೆ	Ellizible tist. Promotlon. Ellizible tist. Promotlon. Ellizible tist. Promotlon. Ellizible tist. Promotlon. Rehistated.
	STATE SUPERINTENDENT.	RINTE	NDENT.			
Borden, J. B. Terry, H. L. Harber, C. L. Hunt, W. H. Hunt, W. H. Hunt, W. H. Gasey, Dorn Parsons, C. Whinte, A. Merrick, W. Hunt, Mr. Heister, E.	Assistant superintendent 2004 10 1 - 07 EX High school inspector 2004 10 1 - 07 C C C C C C C C C	65 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	18. 19. 19. 19. 19. 19. 19. 19. 19. 19. 19	8-27-07 8-27-07 THE UNIV	ARITY	Increase in salary. Eligible list. Fligible list. Flighble list. Transfer from U. W. Eligible list. Transfer from U. W. Eligible list. Transfer from U. W. Transfer fr
Busselman, W. Anderson, T. Anderson, T. Croft, Hurry, Croft, Hears, Salte, O. Eastman, Geo. Eastman, Geo. Grubelm, Rapp, F. H. Rapp, F. H. Svott, G. Svott,	Bookkeeper Carpenter	28 4 4 8 8 4 4 8 8 4 4 8 8 8 4 4 8 8 8 4 4 8 8 8 4 4 8 8 8 4 4 8 8 8 8 4 8	2. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.	8278834455 527883485 627835 62785 6276 6276 6276 6276 6276 6276 6276 627	 :::::::::::::::::::::::::::::::::::	Eligible list. Section 7. par. 1. Fligible list. Section 7. par. 1. Fligible list. Section 7. par. 1. Fligible list. Section 7. par. 1.

_
7
7
:
- 5
·
Ē
TING TAXEN
7
2
μ
ن
-
~
:
ROMOTIONS AND TRANSFERS IN THE LIVING
Ĺ
=
Ξ
-
~
-
~
-
ŀ
12
~
_≃
F
-
=
1
-
_
-1
AS PROMOTIONS AND TRANSFERS IN
-
Ξ
`~
\simeq
_
~
2
7.
₽
7
Ŀ
5
7
Ľ
7.
APPOINTM
2
=
-
<

Name.	Position.	valary.	begun.	ended.	Class.	Remarks.
F. W.	Carpenter	\ 	1		:	Short Cran 1
Sently. Robt	Clerk	٠	- A			Section 17 par.
V.III.	Clerk		10-22-01		ن	Ellethie list
onlin. Joseph	Clerk		6-22-0		ن	Eligible list
	-		4-17-07	70 -11		Pertion 17, par 1
	٠,		\$-4 €		ر	Vertion 17, par 1
Houle above	•	3 3	10107		٠.	Promotion.
Lariating L.	-		라 라			Rule 4. section 4.
					<u>.</u>	Rule 4. section 4
, 1da	Executive clerk	8 8 8			٠.	_
:	٠,	222	- 0-		_	
lewitt, mrs	٥	_	8 - S	30 03	٠	
Aahl, Laura,	('lerk'		4	X		Tomassing inst.
Treestation.	Clerk		=			Literature 1.
lossie	Clerk					Finciple list.
Juan Clara	Clerk	-		- S		Eligible list.
Seenolds Clara	(Total)		0	5	اً	Eligible list.
	Knowle also.	•	5 51	1 20- 2 - 1		
Showellton W	Supply Clerk		-0-1		٠.	Original employee.
-0		_	8 9 0,	20 SI X	-	
id, Same	•	_	동	10 -35 01	٠	
Snyder, M. L	Clerk	:8 €	æ		٠	Promotion
augnu, Luin	Clerk			2	٦	Flightle 15.
sallistel, A	Draughtsman.		Z - 2			Flight let
	Draughtsman		•	3		Chicago and
M	Draughtsman	_		} }		Elikipie iist.
,	Aupervisor of dainy tests					
	Authory Sor of dairy facts		; ;			
Fox E W	America of defections		70.		:	Eligible list.
2	Ambarotant of datas tout.	1	10 - 01	70 01 01	:	
2	Chromiton of dolar tasts		£ :			
==	Contract vision of defendance		13 - 07		: ا	
	Supervisor of dairy tests.	£'.	F-13		ن.	
Deal II No	Supervisor of dairy tests.		5	10 81 01	: ر	Elleible
	Subervisor of dairy tests	<u>.</u>	\$ 57 A			Filotine
жено, Гаці		Ŧ	19			Ellerible line
	Supervisor of dairy tests	_	3	2		Chicken 15.
Doe. E	Editorial assistant					
	Engineer		- 3			Eligible list.
Fricke II A	Findings	3:	2	- - -	:	Section 17, paragraph 1.
					•	L'11(1).

Appointments, Promotions, Reinstatements, etc.

202222222	5555555555	300000000	20222222	C
25 25 25 25 25 25 25 25 25 25 25 25 25 2	5.00 1.3 - 1.0 - 1.7 1.0 1.0 - 1.7 1.0 1.0 - 1.7 1.0			52 80 12 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Finefiner Fireman Fireman Fireman Fireman Fireman Fireman Fireman Fireman Fireman	Janitor Janitor Janitor Machinist Tool room boy Messenger Messenger Messenger	Messenger, Plumber Plumber Plumber Palmier Painter Painter Painter Painter Painter Number Painter Painter Painter Painter Painter Painter Painter	Sunday police Lovker attendant Menographer and clerk Stenographer and clerk Janitor Janitor Janitor Janitor	Elevatorman and Janitor Janitor Janitor Janitor Mason Mechanician and machinist
Language Control of the Control of t	Ressell John Crary W. C. Smith, C. A. Butler Geo. Conlin, J. Freelich A. Grade, Ernest Legnard, A.	Nullivan C Kintkon Kintkon Darey F D Darkee H Lankley N Lankley N Lankley N Schubritt A O	Barnard. Berry Rose. Bodman. Emily Bolstead. Mackessey, T. E. Morkessey, T. E. Miller, C. F. Steffen, A. W.	Sweemer L. Schoenwur P. Schmelzer, B. Sperling, Fred Godding, W. H. Braun, F. C.

~
- 3
-
-
-
=
7
•
_
٠.
-
۴
-
7
•
-
12
٠.
IVER41T
7
_
_
1-1
Ŀ
=
-
۲
THE LIVINERSITY
~
- 22
-
-
-
117
•
•
_
~
2
TRY
TRA
D TRA
ID TRA
ND TRA
AND TRA
A AND TRA
AS AND TRA
NS AND TRA
CNN
CNN
CNN
CNN
C.XX
CNN
S. PROMOTIONS
CNN
S. PROMOTIONS
S. PROMOTIONS
S. PROMOTIONS
S. PROMOTIONS
MENTS, PROMOTIONS
MENTS, PROMOTIONS
S. PROMOTIONS
MENTS, PROMOTIONS
MENTS, PROMOTIONS
MENTS, PROMOTIONS
MENTS, PROMOTIONS
MENTS, PROMOTIONS
MENTS, PROMOTIONS
MENTS, PROMOTIONS
MENTS, PROMOTIONS

<u></u>	Appointments, Promotions, Reinstatements, etc.
Remarks	Section I. par Section II par Sectio
Class.	
Service ended.	다 전
Service begun.	1000 + 8 + 8 + 10 + 8 + 8 + 8 + 8 + 8 + 8 + 10 + 8 + 8 + 8 + 10 + 10
Salary.	8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8
Position.	Mechanician and machinist Mechanician and clerk Menographer and clerk
Name.	Craft, A. N. Free Schler, M. F. Fry W. S. Fry W. S. Fry W. S. Hilliphe, James, Hilliphe, B. L. Millipen, B. R. Nochler, R. R. Nochler, R. R. Rosmer, Rosse, Rosse, Ramana, Rosm, Mahala, Rosse, Mahala, Rosmer, Rosse, R

Appointments, Promotions, Reinstatements, etc.

No.	*Hour. In addition to the above 153 nersons have been employed as laborers for temporary, permanent and oceasional service at compensations ranging from 553 to 555 per month. University from 553 to 555 per month. University for temporary and oceasional environment of the University for temporary and oceasional envire in various occupations, as clerks, laborers, draftsmen, laboratory assistants, etc., receiving an average of \$12.00 per month, each.
10 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	anent and Universiting an ave
	orary, perm nent in the etc., receiv
2	rs for temp ed employn assistants,
333333 ₃ 3383	as labore ents receiv laboratory
nage. Max Inter II Inter II Inter II Inter II Inter II Inter III Inter II Inter III Inter II Inter	have been employed 5. 150 University studi laborers, draftsmen,
	*Hour. In addition to the above 135 persons lons randing from 850 to 855 per month. Under the provisions of pule 2, section eryte in various occupations, as clerks.
sage, May safter II Sagaman, Cantee Schwede, Loulse Schwede, Loulse Schwede, Loulse Sheey, Etta, Stromme, E. Stromme, E. Thompson, Allee Veerbuson, Letta Wulfing, A. Wulfing, A.	*Hour. In addition to the tions ranging from \$ Under the provision service in various oc

EXPENDITURES OF THE CIVIL SERVICE COMMISSION.

Chargeable to the Appropriation of \$10,000 for the Year Ending July, 1907.

Sparling, S. E., commissioner, sal. and exp	\$680 00
Cunningham, T. J., commissioner, sal. and exp	1,483 83
Gaffron. Otto, commissioner, sal. and exp	1,181 66
Doty, F. E., secretary, sal. and exp	2,577 81
Sexton, J. M., clerk, sal, and exp	1,275 56
Greig, C. B., stenographer	723 34
Knoeppel, Louise, clerk	217 60
Preston, Mrs. C. H., reader	8 00
Fawcett, Frank, reader	403 00
Knight, H. S., reader	230 00
Olson, C. P., reader	140 25
Bunsa, G. E., reader	43 00
Lambeck, A. H., reader	15 00
Shepard, W. H., reader	1 50
Boyles, C. M., examiner, expense	1 55
Dresden, B. M., examiner, expense	5 38
Hooper, J. T., examiner, expense	6 90
Ives, Guy, examiner, expense	7 00
Sheldon, E. E., examiner, expense	75
Nec. T. A., examiner, expense	3 12
Nyc. C. H., examiner, expense	32
Crothers, G. E., examiner, expense	1 00
Spence, Harry, examiner, expense	54
Drake, H. B., examiner, expense	12 50
Skinner, H. J., examiner, expense	4 00
Harvey, L. C., examiner, expense	1 00
Rhoades, G. B., examiner, expense	1 40
Welch, T. M., examiner, expense	3 14
Chronicle Co., The, La Crosse, advertising	7 65
Evening Telegram Co., Superior, advertising	3 00
Hicks Printing Co., Oshkosh, advertising	4 55
Milwaukee Free Press, Milwaukee, advertising	2 80
State Journal Printing Co., Madison, advertising	2 86
Sentinel Co., Milwaukee, advertising	1 19

\$9,017 20

EXPENDITURES OF THE CIVIL SERVICE COMMISSION.

Chargeable to the Appropriation of \$10,000 for the Year Ending, July, 1908.

Cunningham, T. J., commissioner, sal. and exp	\$1.481.5	58
Gaffron, Otto, commissioner, sal. and exp	1,071	
Buell, C. E., commissioner, sal. and exp	783	
Doty, F. E. secretary, sal, and exp.	2.605	
Sexton T M chief clark	37 5	
Fawcett, F. L., chief clerk, sal. and exp	874 3	
Breitkreutz, J. M., clerk	30 (
Greig, C. B., stenographer	829 (ñ
Huggins, Carrie, clerk	13 8	an
Knight, H. S., clerk	1.119	
McIver, Mary, clerk	96 !	
McGuan, C., stenographer	22 !	50
Roump. Alma, services	2 7	
Sauthoff, Harry, clerk	102	
Schram, P. H., clerk	41 (
Yates, B., clerk	10 (00
Chronicle Co., advertising	3 (80
Democrat Printing Co., advertising	2 8	85
Evening Telegram Co., advertising	1.8	30
Evening Wisconsin Co., advertising	- ;	30
Germania Herald Assn., advertising	1 (00
Herald Advertiser, advertising	1 1	10
Journal Co The. advertising	1 1	10
La Crosse Chronicle, advertising	•	ßO.
Milwaukee Free Press, advertising	16 8	30
Monroe County Democrat, advertising	1.3	30
Milwaukee Sentinel, advertising	1 1	12
News Publishing Co., advertising	4.3	35
State Journal Printing Co., advertising	2 1	16
Telegram Publishing Co., advertising	3 7	75
Waukesha Freeman, advertising		70
Waukesha Dispatch, advertising		50
National Civil Service Reform League, sub	6 0	00
· -		-

\$9,176 83

Expenditures Chargeable to the Appropriation of \$2,000 for local examina-

EXPENDITURES OF THE CIVIL SERVICE COMMISSION.

Chargeable to the appropriation of \$2,000 for local examiners for the year ending July, 1908.

Name.	County.	Number of examinations held.	Number of times present.	Per diem and expenses
dams, G. W	. Taylor	3	2	\$6.00
Ahlstrom, Mabel Arbuthnot, John			1 5	15 00
ustin, A. J	Vilas		í	3 00
Bailey, M. S	('hino-wa	~	÷	21 00
Barry, A. J			ò	'
Bauer, Oscar H	. Dodge	4	4	12 (0)
eckwith, A. C		5 !	5	15 00
ehrens, W. Fennett, J. Henry	St. Croix		1 0	*3 00
Blackhurst, E. M	Racine		3	9 co
Blandin, A. A	. Ozaukee	ĭ	ï	3 00
legen, Louis	. St. Croix	4	2	6 00
orgman, John M	. Kewaunee		1	3 00
ourn, A. E	. Portage		1	3 40
owell. H. J	Lincoln		0	
oyles, C. M ray, T. E			3 0	* (X)
rockett, J. C	. Grant	i i	1	*
rovold, E. J	Trempealeau	7	÷	23 (0)
uckley, M. A	Taylor	· 3	3	*3 (0)
uklin, F. W	. Washington	2	1	*3 00
uckmaster, Albert	. Kenosha		3	9 00
unnell, M. L	. Juneau		3	.* <u>.</u>
urke, Timothy	Brown		6	18 00
yse, G. M	. Waushara		4	12 00
yse, G. Mate, W. Shadborune, F. W	. Ashland . : Fond du Lac	6 1	5	15 00
lough, W. G	Columbia		ä	12 00
onnor. Matt		2 1	i	3 00
ook, Grant	. Vilas	5	4	*6.00
ook, Paul	.		• • • • • • • • • • • • • • • • • • • •	3 00
rawford. W. Ponway. J. W	. Douglas	8 1	0	' <u>.</u>
onway, J. W	. Clark	4 5	1	7
rothers. G. E unningham, H. J			5 5	15 00 15 00
ell, F. B			š	15 00
lowers I I	Transportages	· 3	ő	10 04
leckman. Theo	. Sheboygan	. 7 !	1	3 00
deckman. Theo onnelly. Patrick raper. F. W.	. Milwaukee		8	24 30
raper, F. W	Clark	1 2	2	^{1*}
resden. B. Mackrisen. W. H	. Winnebago Kewaunce		5	15 00
lfers, J. C	Sheboygan		1	3 00
berwein, U. J	Barron	5 1	ĭ	3 00
Ilison, M. G	. Marquette	i ö	Ö	1
llison, M. Gvenson, C. H	. Sauk	4	3	9.00
airchild. A. N	. i Milwaukee	8	6	18 00
aust, H. H	. Waupaca	<u>.</u> i	3	9 00
avell, P. T			4 3	12 00 9 00
eist, Grover ernandez. D. W	Winnehago	1 1	6	18 00
ernandez. D. W inch, Henryisher, W. E loming John B	. Portage	3	ő	10 10
isher, W. E	. Waupaca	4 1	2	6 00
leming John Bowler. F. H	.' Eau Claire	! :	õ	1
owler. F. H	. La Crosse	6	O.	
rvo T	· Ruffelo			3 00
anz. J. Aardner. H. L	. Buffalo	. 2	1	3 00
aruner, H. L	. vernon	4 1	2	* 6 00
ehrand. G. W	.: sauk	' + 1 8	8	6 00 24 00
шене да улити	.: Grant	; ; l	4	[## (P)

EXPENDITURES OF THE CIVIL SERVICE COMMISSION -Continued.

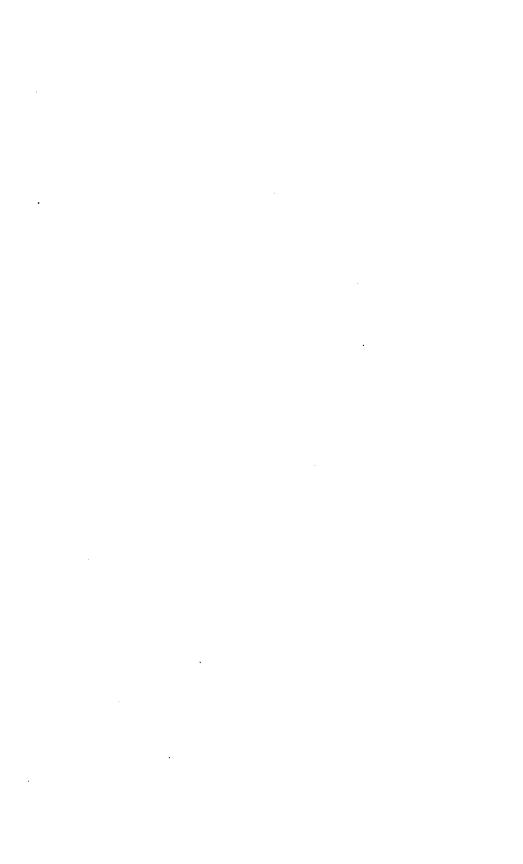
Name.	County.	Number of examina- tions held.	Number of times present.	Per diem and expenses.
Gohlke, G. II	. Marinette	4	4	12 00
Graves, Frank	. Vernon	5	9	15 00
Graves & Earll	Crawford	3 ' 5 '	i i	6 00 12 00
Grimmer. Elmer	. Marinette	i 'i i	0	12 (6)
irism (; ()	i Calumbia	i	ö	
irow. Chas. F	. Clark	5	4	12 00
lammell David	Ontagamie	6 ;	0	
fanson, A. C	. Racine	5	9	
Iarnon, B. C	. " • • • • • • • • • • • • • • • • • •		1 0	3 00
Iarvey, L.		6	6	18 00
faselwood, John	Jefferson	5	i i	12 00
femlock, D. J	. Waukesha	6	1	3 00
ferinessary, h.	. Sawver	3	3	9 00
lickerson, J. H		1	0	• • • • • • • • • • • • • • • • • • • •
lill. E. B	. Dunn	• • • •	0	•••••
locking W. J	Kenosha	5 1	¥.	12 00
logan, T. W	Langlade		ì	3 00
logue D. W	. La l'ayette	4	0	
illi, B. B. Jocking, W. J. Jocking, W. J. Joguan, T. W. Jogue, D. W. Jooper, J. T. Jumes, Geo. C. Jumplant, Eng. D.	. Ashland	7	6	18 00
lumes, Geo. C	Calumet	. 2	1	3 00
Iuribut, Ira D ngli, A. J	Crawford	3	0	6 00
ngram. C. A	Pepin		ö	
ackson, M. H	. Wood	ĭ	š	9 00
ackson. Ole	Monroe	6	1	*
enks. Aldro		2	0	*
irtle Joseph	.! Kewaunee	4 !	1	3 (0)
ohnson, W. A.	. Grant	1 1	0	11.07
oluston, C. R	. Trempealeau . Marinette	1	ō	11 27
oiner R. L.	lowa	2	ő	6 00
oiner R.Lones J. E	. Columbia	5	5	15 00
vamm. H. A	. Forest	2	1	· *1 (0)
Sanc. Nellie	. Ashland	7	1	3 00
yelley, Supt. John	Dodge Dunn	+ ; 5	3	9.00
Kelley, Geo. V	Green Lake	6	<u> </u>	
Kellogg, Dr. A	. Columbia	5	5	15 00
king. Thomas	. Fauk	3	1	3 00
Klester, Wm	. Washburn	3	2	6.37
kuhlman, C. B Lambert, B. J	. Marathon	.,	1	3 00
Lamereux, C. W	. Dodge	i	ï	3 00
Landgraf, G. H.	. Marinette	i 1	ó	1
ana Vathon	Dadam	2	1	3 00
les Robert	. Buffalo	2 ,	2	
Lewis, J. P	. Adams	1	j	3 00
Light M. A.	. Sheboygan	<u> </u>	5	21 50 6 00
Lincoln M C	Rayfield	ΪI	ĩ	3 00
Lowis J. P. Leversnz, H. F. Light, M. A. Lincoln, M. C. Loveland, R. E.	LaFayette	į '	į	12 00
Property F. A	. Oneign	4	4	12 00
and. Sam	., Jackson	5	5	15 00
McClelland, E. C	Barron	?	1	3 00
McConnell, Daniel McCos. R. B	.! LaFayette Monroe	1	†	12 00
Markin, W. N	.: Rusk	1	ï	3 00
Well and the C	Washington	2	2	6 00
Millan, Mattle	. Juneau	3	1	*
McMillan, Mattle McNulty, Bernard Malone, E. W	. Sauk	3	2	6 00
чание, Р., W	. Waukesha . Fond du Lac	ti ')	0	
Marston, O. J	Langlade	3 :	3	9 00
March, C. ()	. Brown	6	2	6 00
Vaslaum John	Forest	2	2	6 00
Headows, C. W Hebl. Anton	. Barron	5	5	·
Hebl. Anton	. Marathon	7 1	7	21 00

EXPENDITURES OF THE CIVIL SERVICE COMMISSION Continued.

Name.	County.	Number of examina- tions held.	Number of times present.	Per diem and expenses.
26 . 41 31	 Polk		,	6 20
Monty, C. W	Vilas	. 5	õ	1
Morrissex, G. M	. Calumet	1 2	2	6 (10)
			0	
Murroe, F. E	Rusk		0 2	12
Murroe, F. E Murray, E. W Myrland, A. J Nash, Archie Nee, Tom	Price Burnett	7	ő	1
Nyriand, A.J	Manitowor	i -	ő	
Nasii. Are inc.	Richland	1 4	4	12 00
Niehaus, H. J Newcomb, W. B	Buffalo	! 2	1	3 00
Newcomb, W. B	Pepin	3	3	*6 00 3 00
Norden, H. A	Door Grant	1 1	2	% 00
Nye. C. II	i ****	1 1	$\tilde{3}$	0 00
Orr. W. C	Onelda	4	3	9 00
Olson, J. E	Pane	Ĩ.	1	3 00
Partlow. II. W	Shawano	! •	0	3 00
Oscar, S. A. Orr, W. C. Olson, J. E. Partlow, H. W. Patterson, T. H. Panya, L. C.	Waushara Green	5	1 5	*3 00
Bosent F. M.	Winnebago	6	5	15 00
Pierc : Humphrey	Outagamie	6	5 2 2	6 00
Pinkerton, W. T.	, Crawford	3	6	6 00
Pinkerton W. T Potter, S. G Pratt, Grant E.	Green Lake	i 6	9	6.00
Pratt, Grant E Pratt, F. H	· Richland · Richland	1	2	6 00
Dathand Wn	Manitowoe	7	0	
Pay & R	Waukesha	6	6	18 00
Reed, W. V. Richardson, M. P.	Oneida	4	1	3 00 12 00
Richardson, M.	Rock	0	i	3 00
Rix. W. B	Shawano	·	· •	*3 00
Roberts G. J.	Lincoln	4	4	12 00
Roberts, L. D. Roberts, G. J. Rudquist, Carl. Sanderson, Thos. Sanderson, M. M. Sanford, C. M. Souerhering, R. L. Sebultz, J. J.	Ashland	2	2	6 00
Sanderson, Thos	' Columbia	1	0 2	6 00
Sanderson, M. M	Monroe	. 5	5	1 15 00
Souethering R. L.	'			. 3 (0)
Schultz, J. J.	∟Kewaunee		4	12 00
Schultz W H	rau Claire		6 0	18 00
Schwartz, G. W Sechrist, F. K	Chippewa Portage	6	ő	18 (0)
Shaw, Sam	Forest	. 2	1	3 (0)
Shoulles Coul	Oconto		5	15 (0)
	¦ Green		!	3 (0)
			i	3 00
Shoemaker, A. H		6	4	12 00
Slater J. C.	Kenosha	5	3	9 (0)
Skitter, J. C. Smalley, S. E. Smith J. M. Smith, E. R.	Grant	. 4	0	9 493
Smith J. M	Washburn Ozaukee	3	1 0	3 00
Smith, E. R Snyder, G. F	Sauk	i i	2	6.00
	T 4 Names	6	6	18 00
Spooner, Lucy	Pepin	, 3	1	***************************************
Spooner, Fannie	Pepln	1 3	1 .	*3 00 12 00
Stangel, Chas. G	Door Polk	;	ő	12 00
Staples, C. W	Jefferson	5	ì	3 00
Spence, Harry Spooner, Lucy Spooner, Fannie Stankel, Chas. G. Staples, C. W. Stevens, J. V. Storms, W. W. Sweet, M. W. Sweet, M. W. Sweet, M. W.	Racine	5	5	15 00
Sweet, M. W	Bayfield	4	3	9 00
Stilletinene Anazarra	Maniferen	1 1	1	12 00 21 00
Taugher, F. J.	Manitowoc Columbia	·	i	3 00
Tokey Chas F	· Price	<u>.</u>	i	3 00
Taugher, F. J. Thompson, Fred. Tobey, Chas. E. Tobey, S. B. Troot, Chas. W	Marathon	7	5	15 00
Treat, Chas. W	Outagamie	6	3	10 00
		5	5	15 00
Trunkenbroed, W. F	I bear	; 5	1	*3.00
Tobey, S. B. Treat, Chas, W. Trunkenbroed, W. F. Tyler, Wm. D. Uselding, J. E. Vedder, C. S.	Iron	2 1	1 0	*3 00

EXPENDITURES OF THE CIVIL SERVICE COMMISSION--Continued.

Name.	County.	Number of examinations held.	Number of times present.	Per diem and expenses.
Voss, J. G	Walworth	5	9	*
Walker, F. W		2	Ö	
Waring, Frank	Florence	ī	1	3 00
Webb. A. M	Jefferson	5	Ō	
Weigrand, O. O	Shawano	4	2	
Welch. T. M	Fond du Lac	3	3	10 35
Wheelock, J. H	Marquette		0	
Whitney. F. L	Fond du Lac	3	3	9 00
Wightman, J. W	Juneau			
Wilgus, J. A	Grant	4	3	9 00
Wilkinson, J. T	Grant.	4	4	12 00
Williams, D. O		6 1	3	9 00
Wilson. Wm	Fond du Lac	6	2	6 00
Vinter, Frank	La Crosse	6	ĩ	3 00
Vood. John J		6	Ó	1
Vorden. A. M	Bayfield	4 1	2	6 00
Vorks. Geo	Dunn	5 1	3	9 00
Vrightman, J. W	Juneau	3	0	1
oung, G. C		ï	0	1
oung, W. H		i ii	ű	18 00



Count

Adams... Ashland ... Barron... Bar field ... Brown ... Buffalo ... Buffalo ... Cainmet ... Chippewa ... Chippewa ... Crawford ... Date ... Douglas.

And the same of th

PART IV.

Opinions of the Attorney General.

Court Decisions.

OPINIONS OF THE ATTORNEY GENERAL

RELATING TO THE CIVIL SERVICE LAW.

Sept. 22, 1905.

Hon. F. E. Doty,

Sceretary State Civil Service Commission, Madison, Wis.

DEAR SIR:—I have your letter of the 19th inst. in which you request my opinion as to whether or not the legislative employes not specifically mentioned in Chapter 515, Laws of 1905, are subject to the rules of competitive examination by the Civil Service Commission.

It appears from Chapter 363 that all legislative employes are placed in the classified list. They are not in terms designated as exempt or non-competitive. Section 15 of that chapter, provides that all positions in the unclassified service except such positions as are designated as exempt or non-competitive, shall be included in the competitive class. Taking this section by itself it would seem that all legislative employes should be placed in the competitive class. In this matter, however, it seems that Chapter 363 conflicts with Chapter 515, Section 1 of Chapter 515, Laws of 1905, which provides that,

"Each clerk required to do typewriting shall furnish his own typewriter. Such clerk shall be chosen from the eligible list furnished by the civil service commissioners, in such manner as the rules of the senate and assembly may provide."

In the interpretation of this section the question arises, do the words, "such clerks" refer to all the clerks mentioned in

the section which comprise all the legislative employes or do they refer merely to the clerks required to do typewriting? If the plural instead of the singular number had been used the provision would naturally be interpreted to refer to all the clerks mentioned in the section, but the singular number is used and it follows the sentence, "each clerk required to do typewriting shall furnish his own typewriter." Therefore by the ordinary rules of construction the provision that clerks shall be chosen from the eligible list refers to what immediately precedes it, that is, to clerks required to do typewriting.

Chapter 515 was approved June 21st, seven days after the approval of Chapter 363. Therefore if there is a conflict between the provisions of these two chapters, the provisions of Chapter 515 would be presumed to have repealed the conflicting provisions of Chapter 363.

As the chapter specifies that certain clerks shall be chosen from the eligible list furnished by the civil service commissioners I am of the opinion that by implication it was intended by the legislature that other legislative employes should continue to be chosen in the manner that they were chosen prior to the passage of this act. It is a rule of interpretation that statutes should if possible be read together so as to give them effect. Reading all of the sections of the law relating to legislative employes together, I am of the opinion that the civil service commission has no jurisdiction over legislative employes generally, except to classify them. Legislative employes required to do typewriting are subject to examination and come within the rules established by the civil service commission.

Yours very truly,

L. M. Sturdevant, Attorney General.

Oct. 11, 1905.

Hox. F. E. Doty.

Secretary State Civil Service Commission, Madison, Wis.

DEAR SIR:—Your letter of the 9th inst, has been received and has had careful consideration. You ask for my opinion as

to the interpretation of the words "principal executive officer" and "appointing officer" as used in chapter 363, laws of 1905.

There are three and only three branches of government, to-wit: legislative, executive and judicial. All officers are executive officers who are charged with the duty of enforcing law. Adminstrative officers are such executive officers as are required to use discretion or judgment in performing their official duty. For example, the office of Commissioner of Banking constitutes a division of the executive department of the state government. The commissioner is an executive, administrative and appointing officer. The same may be said of the Dairy and Food Commissioner, the Commissioner of Statistics and similar offices.

Section 14 of Chapter 363, laws of 1905, provides that "The following positions shall be included in the exempt class, 1. Deputy or assistant of each principal executive officer, and the chief clerk or secretary of any board or commission; 2. One, stenographer for each appointive officer, board or commission."

I am of the opinion that these provisions apply not only to elective administrative officers, but also to the head of each executive department, even though the head of that department obtains his office by appointment. The fact that a chief clerk or secretary of any board or commission is made exempt in the same section and directly in connection with the exemption of one deputy or assistant makes it quite clear this was the legislative intent.

It is my opinion that you are correct in your interpretation of the word "appointing officer" as used in this law. Appointing officers are those who are authorized by law to appoint their subordinates and does not apply to those who may be deputized by their superiors to appoint.

Yours truly,
L. M. Sturdevant,
Attorney General.

Oct. 25, 1905.

F. E. DOTY, Secretary and Chief Examiner, State Civil Service Commission, Madison, Wis.

DEAR SIR:—I am in receipt of yours of the 20th inst. in which you request my opinion upon the following statement of facts:

The Commissioner of Insurance, under the provisions of section 1967-a, Wis. stats. 1898, is required to appoint a deputy commissioner of insurance, a chief clerk and actuary, examiner, filing clerk, stenographer, messenger and mailing clerk and two general clerks. The salaries of these appointees are fixed by section 170, Wis. stats. 1898. Section 1967-a was amended by chapter 503, laws of 1905, so as to provide for the appointment of a deputy commissioner, a chief clerk and examiner, license clerk, filing clerk, two stenographers, messenger, and mailing clerk and one general clerk. This amendment is to take effect on and after the first Monday of January, 1907.

After the passage of this act, chapter 519, laws of 1905, was enacted, which provides that the Commissioner of Insurance shall appoint an actuary, at a salary not exceeding \$2,400 per year, who shall hold their respective offices until removed for cause. This act is to take effect on the first Monday of January, 1907, and all acts or parts of acts inconsistent or conflicting with the same are repealed.

The salary of the actuary now in office, under the provisions of the present statute, is fixed at the sum of \$1,200 per annum. The salary of the stenographer provided for at present is \$720 per year. Under the provisions of section 1967-a, no license clerk, by that name, is provided, and the new act does not fix the salary of the license clerk or the additional stenographer.

Under these conditions, you ask:

"1. May the license clerk under the new law be appointed to receive the salary of the general clerk, and may the stemographer be appointed and receive the salary of the actuary under the old law?"

As to the license clerk: by very liberal construction of the statute, it might be held that he is the same officer provided for as a general clerk, or that he takes the place of one of the general clerks now provided for by the provisions of Section 1967-a, and that the new act only makes a change in the name of the office.

You will note that the statute now provides for two general clerks and also a filing clerk. The filing clerk is retained under the new act, and therefore that officer is not changed by the act; so that it is probable that the license clerk is only the general clerk under a new title, and it may be held that he is entitled to the salary provided to be paid to the general clerk. I am of that opinion.

As to the additional stenographer, provided for by the amendment: no salary being fixed and no provision being made for a salary for the additional stenographer, it follows that none can be paid under the provisions of the statutes as they now stand, or as they will stand after the first Monday of January, 1907. A stenographer cannot draw the salary of the actuary under the old law: that is evident; nor can she receive the salary of the general clerk, for a stenographer is not an actuary or a clerk under the wording of the act. The additional stenographer is a new office created without a salary attached to it. Can she receive the salary of \$720 fixed under Section 170 for a stenographer in the Commissioner's office?

Under the rules of construction set forth in subdivision 2 of section 4971, Wis. stats., 1898, every word importing the singular number only may extend and be applied to several persons or things as well as to one person or thing; so, if we interpret the word "stenographer" as used in section 170 according to this rule of construction, it might be held in the absence of other considerations, that she could draw the salary of the stenographer, viz., \$720. But we are met with the further consideration that only \$720 is appropriated to pay stenographers by the provisions of section 170; that is, a stenographer in the office of the Commissioner of Insurance. In other words, no appropriation is made by the legislature for

the payment of any sum to stenographers in that office in excess of \$720.

My opinion therefore is that the additional stenographer is not provided with a salary under the provisions of the statutes as they now stand.

"2. Does the actuary serving in 1905 continue as actuary in January, 1907, under Chapter 519, Laws of 1905, without action of the Commission, provided, of course, that the actuary under the old law has passed the competitive or non-competitive examination, as the case may be. That is to say, is the position of actuary, carrying a salary of \$2,400 under the new law, a new position, requiring a new appointment under civil service rules? Would civil service rules governing promotion apply in this case? That is to say, would the continuance of the then present incumbent be deemed a new appointment to a new position, or might it be deemed a promotion?"

The question resolves itself into two propositions, the first of which is, whether Chapter 519, Laws of 1905, creates a new office, requiring a new appointment on the first Monday of January, 1907, or whether it is simply a continuation of an existing office.

Under the civil service act, Chapter 363, Laws of 1905, it is provided:

"After the expiration of six months from the passage of this act, no person shall be appointed . . . in the civil service under the government of this state in any manner or by any means other than that prescribed in this act." (Sec. 2.)

It is further provided, in Section 6, that

"No appointing officer shall, after six months from the date of the passage of this act, select or appoint any person for appointment, employment, promotion or reinstatement except in accordance with the provisions of this act and the rules and regulations prescribed thereunder."

That the civil service act is meant to apply to all persons within its provisions now holding positions in the public service is further manifest, since the act provides:

"the commission shall require of all officers or employes at present in the civil service falling within the provisions of this law, as well as all persons appointed after the passage of this act and before the rules shall take effect . . . a competitive examination as a condition of continuing longer than six months after adoption of the rules provided for in this section." (Sec. 9.)

There are other provisions of the act which clearly indicate the intent of the legislature to be that, when the heads of the several departments of the state service are given the appointing power, this power is to be exercised under the civil service law, and, notwithstanding there are now and will continue to be statutes which authorize them to make appointments, yet all such appointments must be made in accordance with the provisions of the civil service act. Under this act, when the present heads of departments have served out their terms, their subordinates will not necessarily retire with them, but will continue in the service of the state under the civil service act.

At the present time the statute provides for an actuary for the department of the Commissioner of Insurance. tinues in his position after the present Commissioner's term has expired, just as other subordinates will retain their posi-The law now and in January, 1907, will require the Secretary of State to make certain appointments, but it would not be argued from this fact that he shall make appointments when there is no vacancy, and thus disregard the statute. While he has the right and power to appoint, yet that right is so far modified by Chapter 363 as to only allow or require an appointment in case of a vacancy in a position. Chapter 519 provides that the Commissioner shall appoint an actuary, but so does the statute provide that the Attorney General shall appoint his assistants but he will not appoint them unless there is a vacancy. Section 1967-a provides for an actuary to be appointed by the Commissioner of Insurance. On the first Mon-

day of January, 1907, this section will be no longer in force, as it will be repealed on that day by Chapter 519; but there is no interval between the two acts, and no time intervenes between the repeal of the one and the taking effect of the other, and there is no time when an actuary is not provided for by law. The office continues; there is no office to be created by a new method. The proceeding is the same. The Commissioner appoints, under both the old and the new statute, in exactly the same manner. The amendment is a continuation of the statute, and therefore a continution of the office. The effect of a repeal of a statute and its re-enactment in the same words, by a statute which takes effect at the same time, with a repealing act, is to continue such statute in uninterrupted operation.

Laude v. C. & N. W. Ry. Co., 33 Wis., 640, State v. Gumber, 37 Wis., 298.

My opinion therefore is that Chapter 519, Laws of 1905, does not create a new office, but is simply the continuation of an existing office, and that the civil service act applies to the appointment in the same manner as it applies to the appointment by the heads of all the other departments of the state.

The question yet remains whether the actuary in the Commissioner's office in January, 1907, on account of the rise in salary provided for by Chapter 519, will fall within the statute relating to promotions.

It is provided by Section 18, Chapter 363, Laws of 1905, that promotions shall be based upon merit and fitness, to be ascertained by examinations to be provided by the Commission, and it further provides that:

"For the purpose of this section, an increase in salary or other compensation of any person holding an office or position within the scope of the rules in force hereunder beyond the limit fixed for the grade in which such office or position is classified shall be deemed a promotion."

Within these provisions, I think it should be held that, when the actuary is to receive the additional salary of \$1,200 per year, he shall be subject to the rules prescribed by the Commis-

sion for examination, on the ground that it is a promotion within the meaning of the civil service act.

Yours truly,
L. M. STURDEVANT,
Attorney General.

HON. F. E. DOTY,

Oct. 31, 1905.

Sccretary of State Civil Service Commission, Madison, Wis.

DEAR SIR:—Your letter of the 30th inst. has been received and contents carefully considered. You ask if it is within the power of the State Civil Service Commission to exempt from non-competitive examination after a public hearing, original incumbents of positions not especially named in the law as exempt.

Section 9 of Chapter 363, Laws of 1905, provides that:

"The Commission shall require of all officers or employes at present in the civil service, falling within the provisions of this law, as well as of all persons appointed after the passage of this act and before the rule shall take effect, except officers or employes of the several state reformatory, charitable and penal institutions, a non-competitive examination as a condition of continuing in this service longer than six months after the adoption of the rules provided for in this section."

Section 14 places certain positions in the exempt class and adds that:

"In addition to the above there may be included in the exempt class, all other offices or positions except laborers for the filling of which competitive or non-competitive examinations shall be found by the civil service commission to be impracticable on account of the temporary character of the employment or for special reasons satisfactory to the commission.

Section 9 requires a non-competitive examination of all employes at present in the civil service falling within the

provisions of the law. Such positions the filling of which by examinations shall be found by the commission to be impracticable for special reasons satisfactory to the commission, do not come within the provisions of the law requiring examinations."

I am therefore of the opinion that the Civil Service Commission, may after a public hearing and for special reasons, place certain positions in the exempt class and exempt the original incumbents from examination.

Yours very truly,
L. M. STURDEVANT,
Attorney General.

Nov. 4, 1905.

Hon. F. E. Doty,

Secretary and Chief Examiner,

Civil Service Commission.

DEAR SIR:—In your letter of November 2nd you ask my opinion upon the following questions:

- "1. Has the State Board of Control, under the authority granted to it in section 13, chapter 363, laws of 1905, power to classify positions as exempt?
- "2. If so classified, is the Commission in any case required by law to adopt the classification?
- "3. Assuming that the Commission should adopt such a classification, is such classification subject to the veto of the Governor? (You will note that the law provides that all exemptions shall be published in the rules (See Section 14), and that it further provides that the rules must be approved by the Governor.)
- "4. Section 15 provides as follows: 'The competitive class shall include all positions for which it is practicable to determine the merit and fitness of applicants by competitive examination and shall include all positions and employments now existing or hereafter created, of whatever function, designation or compensation in each and every branch of the

classified service, etc. If an affirmative answer is given to question one, What bearing has the above provision upon the matter of classification in state institutions? What recourse is there, if the spirit of this requirement is violated in making such classification?"

Section 13 of chapter 363, laws of 1905, provides:

"The superintendents or heads of the several state reformatory, charitable and penal institutions shall, within thirty days, arrange all positions connected with their respective institutions, into classified lists, conforming as near as may be to the spirit and purpose of this act, and such classifications, when approved by the State Board of Control, shall be adopted by the commission as the classification in such respective institutions, and adequate eligible lists shall be made up and so far as possible at all times kept by the commission, from which appointments shall be made in such institutions."

It will be noticed that the classifications so made in said institutions "shall be adopted by the commission as the classifications in such respective institutions." If section 13 is to be understood as giving the superintendents, or heads of the several institutions the right to classify positions as exempt, then the Civil Service Commission would be compelled to place these positions in the exempt class; but section 14 specifically forbids the Commission's making exemptions, except after public hearing, and requires that these exemptions shall be published in the rules.

Thus section 13 would require the commission to place positions in the exempt class without a public hearing, while section 14 forbids the commission to place positions in the exempt class without a public hearing. This would be inconsistent.

It seems to me the right construction of section 13 is that the Legislature simply intended to give the superintendents of the state institutions, with the approval of the Board of Control, the right to make classified list: that is, group the posi-

tions for the purposes of examination, to aid the commission in its work.

In my opinion this is the only construction that is consistent with the other provisions of chapter 363.

A negative answer to your first question makes it unnecessary to answer other questions.

Yours very truly,
L. M. STURDEVANT,
Attorney General.

Hox. F. E. Doty,

November 13, 1905.

Secretary of State Civil Service Commission, Madison, Wis.

DEAR SIR:—Your communication of the 9th inst. has been received. You ask my opinion upon the following questions:

"Does the clause 'All presidents, deans, principals, professors, instructors, scientific staff or teachers in the University, normal or public schools, etc.' include teachers employed in the state institutions under the supervision of the State Board of Control?"

"Is the University a public school?"

"Has the term 'Public School' a technical or special meaning whenever employed in Wisconsin law or may it be interpreted to include the state university, normal schools and state institutions?"

The words, "public school" as they are generally used, may be defined as an educational institution supported by the public and which is free and open to all the people alike. The statutes of Wisconsin frequently contain the words "Public school system," which seems to include the common schools, the free high schools, the state normal schools and the state university. In this sense the normal schools and the university being supported by public funds and being open to all the people of the state are public schools. However the statutes of Wisconsin contain the words "public school" in conjunction with each other, and as so used seem to have a more limited meaning.

Section 1 of Article 10, of the Constitution of Wisconsin, vests the supervision of public instruction in a state superintendent and such other officers as the legislature shall direct. The legislature has interpreted this provision of the constitution by placing the common schools and the free high schools under the supervision of the state superintendent. The meaning of the words, "public school" as used in our statutes may be noted by a few examples:

Chapter 439, Laws of 1901, in fixing the qualifications of teachers, provides that teachers in certain graded schools shall have had one year's successful experience as a teacher in the public schools of Wisconsin. These words as here used evidently apply only to the common schools and free high schools.

The same may be said of these words as used in Chapter 69, laws of 1903, which also relates to the qualification of teachers.

Chapter 171, laws of 1901, requires that graduates of colleges and universities in order that their diplomas may become an authorization to teach in the public schools of this state, shall present them to the state superintendent of public instruction for counter signatures and shall at the same time present evidence of successful teaching for a certain time in the public schools. This provision has never been construed as applying to the state normal schools and state university. That is, a graduate of a normal school who had taught for mny years perhaps in a normal school would not be entitled to have his diploma countersigned and thus become a life certificate to teach in the public schools until he had taught the required time in the public schools.

Section 702-a as amended by chapter 351, laws of 1899, provides that "No person shall be eligible to the office of county superintendent of schools, who shall not at the time of his election or appointment thereto have taught in the public schools of this state, for a period of not less than eight months, and who shall not at such time hold a certificate entitling him to teach in a public school therein," etc.

The words "public school" as here used could not possibly be construed to include any of the state charitable and penal institutions.

Section 509, Wis. Stats. of 1898, provides that the state superintendent may furnish to any school district or to any school or district department thereof, any copy of Webster's International Dictionary," upon certain conditions. The section also provides that the state superintendent may also upon certain conditions sell the dictionary to any of the "charitable, educational, reformatory or penal institutions of the state." This clearly indicates that the legislature has placed the common or district schools and the free high schools in a separate and distinct class from the educational institutions under the supervision of the State Board of Control.

Permit me to quote a few decisions from other states:

"Public schools, as these words are used in the Constitution and laws of Massachusetts, are not limited to schools of the lowest grades. The words 'public schools' are synonymous with, 'common schools,' in the broadest sense as used in the constitutional amendment.

Jenkins vs. Inhabitants of Andover, 103 Mass. 94.

"Public schools as used in the constitutions, providing that all moneys raised by taxation in towns and city for the support of public schools shall be applied to and expended on no other schools than those which are conducted accordin to law, cannot be construed as applying to the higher seminaries of learning such as academies and colleges."

Merrick vs. Inhabitants of Amherst, 94 Mass. 500.

"The term 'public school' as used in a deed conveying land to the inhabitants of a town for the establishment of a public school, does not include a state normal school. Applicants for admission to this are required to sign a declaration to teach in the public schools of the state."

Board of Regents vs. Painter, 102 Mo. 464.

"In a statute providing that the board of education in each state shall select the best scholars from each academy and each public school of their respective counties or cities as candidates for the university scholarship, by the words 'public school' the legislature intended common schools only and normal schools are not included. It is true that in an

enlarged sense normal schools are public schools in as much as any citizen of the state possessing requisite qualifications and being selected as provided by law, may be admitted to them. In the same sense colleges are public schools, but clearly they are not embraced in the act. The object of normal schools is to give instruction in the art of teaching. The distinction between them and the common schools is marked."

Gordon vs. Cornes, 47 N. Y. 608.

In the section under consideration the legislature has used the words "All presidents, deans, principals, professors, instructors, scientific staff of teachers in the university, normal or public schools." Had the law makers intended the use of these words in their broadest meaning they would instead of using the words "or public schools" have said and other public schools of the state. It is clear to my mind that the legislature has used the words "public schools" in Chapter 363, Laws of 1905, in the same restricted sense in which they are found so many times in the statutes of the state.

I am, therefore, of the opinion that the provision of this chapter placing teachers in the university, normal or public schools in the unclassified list, does not include teachers employed in the state institutions under the supervision of the State Board of Control.

I am also of the opinion that the words "public schools" as used in this chapter do not apply to the state university and to the state normal schools.

Yours very truly,

I. M. Sturdevant,
Attorney General.

Hon. F. E. Doty,

December 15, 1905.

Secretary and Chief Examiner,

Civil Service Commission.

DEAR SIR:—In your letter to me of December 14th you ask my opinion "as to the exact day and hour on which the state civil service law, chapter 363, laws of 1905, goes into full

operation as provided for in section 2, which reads: 'After the expiration of six months from the passage of this act no person shall be appointed, transferred, removed,' etc.''

In reply I will say that I have given the subject presented careful, though somewhat hurried consideration; and, while the authorities I have found abundantly satisfy me as to the conclusion herein stated, there may be some additional authorities on the same subject; but I am well satisfied that the trend of authorities is all in one direction, and that, if any additional ones may be found, that would not change the rule of law which appears to be very firmly established.

The first portion of your question involves the determination of the meaning of the words "passage of this act." Under the constitution of this state (art. VII., sec. 21,) general laws are not given effect until they are published, and, until such acts are published, they are of no effect. The act in question was passed by both houses of the legislature, approved by the Governor June 14, 1905, and was published June 16th, 1905.

As the law recognizes no division of a day, the words "passage of the act," used in section 2 thereof will be construed to mean that the time when the act should go into full operation as stated in said section would be six months from the day of its passage; that is, the first day to be counted in the specified six months would be the day following the passage of the act.

Parkinson v. Brandenberg, 35 Minn. 294.

I find a contrary decision: People v. Clark, 1 Cal. 406; but in that case, there was a dissenting opinion by one of the judges, who held as was held in the Minnesota case, and I am constrained to follow the Minnesota decision rather than the California decision upon this question.

We now come to consider the point of time meant by the use of the words "passage of this act." Usually statutes of this kind use the words "passage and publication" if it is desired to have the computation run from the time the act goes into effect, but the word "passage" has been construed in a number of cases to mean the time that the act goes into effect, i. e., becomes a law.

In the case of Wartman v. City of Philadelphia, 33 Pa. St. Rep. 202 on p. 208, the supreme court of that state, in discussing the meaning of the words "after the passage of this act," says:

"An act of the legislature is passed only when it has gone through all the forms made necessary by the constitution to give it force and validity as a binding rule of conduct for the citizens. Whether it receives the signature of the Governor or remains in his hands for ten days, or, being vetoed, is carried by a two-thirds vote of both houses, its passage is dated from the time it ceased to be a mere proposition, or bill, and passed into a law."

In the case of Charles v. Lumberson, 1 Iowa 435, the supreme court of that state held that the words "prior to the passage" amounted to the same thing as if the legislature had used the word "heretofore," and that either expression must relate to the time of taking effect, and not to the time of passage; and, in the case of Rogers v. Vaas, 6 Iowa 405, the same court held that the provision in the act entitled "An act in relation to the swamp lands of the state," approved January 24th, 1857, which provides that the act shall not apply to actual settlers on said lands at the time of the passage of the act, has legal reference to the time of the taking effect of the act, and not to the time of its passage.

Both these decisions are mentioned with approval in the case of Andrews v. St. Louis Tunnel R. Co., 16 Mo. App. 299, on p. 312.

In the case of Harding vs. People, (Colo.) 15 Pac. 727, on p. 729, the supreme court of the state of Colorado, in speaking of the words "after the passage of the act," say:

"Our attention is also called to sec. 5 of the act, which provides that the state board of medical examiners, within ninety days after the passage of the act, shall receive, through its president, applications for certificates and examinations. . . . In this section we are eited to sec. 19, art. V. of the constitution, which provides that 'no act . . . shall take effect until ninety days after its passage,

unless in the case of an emergency. . . . ' In the absense of any emergency clause, in view of this constitutional provision, the expression 'after the passage of the act,' as used in the law, can have but one meaning, viz., after the act goes into effect. In the construction of statutes, general terms are to receive such reasonable interpretation as leaves the provision of the statute practically operative.''

In the case of Logan v. State, 3 Heiskell (Tenn.) 442, 445, the supreme court of that state, in discussing the section of the constitution of Tennessee relating to the use of the words "after its passage," say:

"By Section 20, of Article 11, it is declared that 'no law of a general nature shall take effect until forty days after its passage, unless,' etc.

"The meaning of this section is, that the law shall not take effect until forty days after it has become a law; that is, after it shall have received the approval of the Governor, or, upon his refusal to approve, shall have been otherwise passed under the provisions of the constitution."

The same court in speaking of the same matter in the case of Hill v. State, 5 Lea (Tenn.) 725, on p. 729, say:

"The constitutional provisions establish as the present rule, that an act takes effect when the formalities of enactment are actually complete under the constitution, and not sooner, even where the legislature says that it shall take effect from its passage. It is passed when the constitutional formalities are completed."

See also State v. The Banks, 12 Rich. (S. C.) 609.

In all the states from which the above decisions are cited, there appears to be no provision requiring the legislative acts to be published; but, as stated in this state, in order to give a legislative enactment effect, it must be published, and it does not become a law until so published.

I therefore conclude that chap. 363, laws of 1905, may properly be said to have been passed at the time the law was pub-

lished on June 16th, 1905; that it would go into effect at the beginning of the following day; and that the six months period mentioned in sec. 2 of that act would begin on the morning of the 17th of June. Consequently, the said act would go into full operation, under the provisions of said section, at the beginning of the 17th day of December, 1905.

Trusting that what I have said fully answers your inquiry, I am,

Yours very truly,
L. M. STURDEVANT,
Attorney General.

Madison, Wis., Feb. 2, 1906.

HON. F. E. DOTY,

Secretary and Chief Examiner,
State Civil Service Commission,
Madison, Wis.

DEAR SIR:—In your inquiry of February 1st, at hand, you' state:

"I would like your opinion on the following question for the guidance of this commission. Section 10, of the Civil Service Law provides that competitive examinations shall be free and open to all applicants who are citizens of the United States. You have already given me, I think, an oral opinion at least, that when competitive examinations are held they are limited to citizens of the state. I have assumed that this provision is limited to competitive examinations only; am I right in that assumption?"

Replying to this, I will say that Section 10 of the Civil Service Law especially provides, that "competitive examinations shall be free and open to all applicants who are citizens of the United States and the state of Wisconsin, and who have fulfilled the preliminary requirements stated in Section 11 of this act." So that in the statute itself the competitive examinations are limited to applicants who are citizens of the State of Wisconsin as well as citizens of the United States.

You state further:

"The specific question I have to ask relates to the provisions of Section 13 in which it is said 'that when no suitable person is on the eligible list, appointments may be made otherwise than from such list, and persons when so appointed shall have the same rights as though taken from such list. We have at present no eligible list for attendants in state institutions, and I have said to superintendents of institutions that they may go anywhere they please for attendants as long as this condition exists. Am I right in this matter? May superintendents of state institutions go out of the state for employes when the commission has no eligible list for the position in question?"

Replying to this latter part of your letter, I will say that Section 13 of Chapter 363, Laws of 1905, the Civil Service Act, refers expressly to the charitable and penal institutions of the state and it provides as follows:

"In such institutions emergency appointments and appointments when no suitable person is on the eligible list may be made otherwise than from such list, and such persons when so appointed shall have the same rights as those taken from an eligible list, except that they may be subjected to such tests as to merit and fitness as shall be prescribed by the commission."

In general I think it may be said that the civil service act and the statutes and policy of the state is that offices or positions in the state should be filled by citizens of this state. Favors, if positions in the charitable and penal institutions may be deemed such, in general should be given to citizens of the state. On the other hand certain positions in such institutions are not largely sought after as is evident by the fact that you have no persons' names on the eligible list or no eligible list for places. The well-being of such institutions, the safety and proper care of persons confined therein, not only make it necessary for persons in charge of such institutions to promptly fill vacancies or make new employment in emergency cases, but

the persons employed may be required to have certain peculiar personal qualifications not generally shared by others, as that it may frequently be desirable and even necessary to make appointments hurriedly and of persons peculiarly fitted for the position they are required to fill, and this the superintendents of such institutions might not be able to do, if their employes were absolutely limited to citizens of this state.

Section 13 of the statute above quoted appears to recognize this condition and make provision therefor and to put no limitation whatever upon the residence or citizenship of the employes to be engaged in such institutions when there are no persons upon the eligible list. Hence I conclude that the superintendents of such institutions may when such condition exists employ assistants without regard to their citizenship.

I take it that the civil service act is intended to improve and is certainly not intended to impair the public service in any respect whatever and if a condition arises in any of the state, penal or charitable institutions such as you present, I think the superintendents of such institutions should be given the widest scope and opportunity to employ competent persons to assist in taking care of the inmates of such institutions and that such is the intent, indeed the letter, of the statute.

Trusting what I have said fully answers your inquiry, I am, Yours very truly,

I. M. STURDEVANT,
Attorney General.

HON. F. E. DOTY.

February 3, 1906.

Secretary State Civil Service Commission.

DEAR SIR:—Your letter of the 2nd inst. has been received. You ask for my opinion as to whether or not the position of library clerk in the office of the State Superintendent of Public Instruction can be deemed to fall within the unclassified service, as provided for in section 8 of the civil service law.

The office of library clerk was created by section 165-b Wis. Stats, 1898, which is as follows:

"He (the State Superintendent) may also appoint a library clerk, who shall, under his direction, aid in promoting

the establishment, maintenance and control of school libraries."

Section 8 of chapter 363, Laws of 1905, defines the unclassified service and, among others, specifies

"all presidents, deans, principals, professors, instructors, scientific staff and other teachers in the university, normal or public schools, the library staff in any library maintained wholly or in part at state expense."

It was plainly the intention of the legislature to place in the unclassified service all librarians and assistant librarians in any library wholly or partially supported by the State. The office of library clerk in the state department of education is made by law a clerkship. The duties of the library clerk are defined, which are, to aid in promoting the establishments of school libraries. The fact that the State Superintendent's office contains a library and that the library clerk my be assigned the duty of sorting and caring for the books therein does not make him the member of a library staff as contemplated in the civil service law. Many of the departments in the state capitol contain libraries, and deputies and clerks are assigned the duty of caring for the books, but that does not change the nature of their employment as contemplated by law.

I am of the opinion, therefore, that the office of library clerk does not come within the unclassified service as defined by the civil service law.

Yours truly,

I. M. Sturdevant,
Attorney General.

February 20, 1906.

HONORABLE F: E. DOTY,

Secretary State Civil Service Commission.

DEAR SIR:—Your letter of the 19th inst. has been received. You state that the Civil Service Commission has found that it is impracticable to fill certain positions by competitive ex-

aminations at the present time, and you ask whether the Commission may legally place such positions in the exempt class for a limited time.

In reply I will say that sec. 14, chap. 363, Laws of 1905, provides that, in addition to the positions therein enumerated,

"there may be included in the exempt class all other offices or positions except laborers, for the filling of which competitive or non-competitive examinations shall be found by the civil service commission to be impracticable on account of the temporary character of the employment."

I am of the opinion that, under this authority, the Civil Service Commission may place such positions as in its judgment it is impracticable to fill by competitive examinations, temporarily in the exempt class. It is possible that the impracticability of filling such positions by examination may be later overcome.

I think this is a matter for the judgment of the Commissioners. I believe that they have the authority under the law to make temporary exemptions in all cases where they make permanent exemptions, if their judgment so directs.

Yours very truly,

L. M. STURDEVANT,
Attorney General.

March 26, 1906.

State Civil Service Commission,

Madison, Wis.

Gentlemen:—I am in receipt of your communication of the 23d inst., in which you ask my opinion upon the following:

"Are boards of visitors, appointed by the State Superintendent, without pay, to visit normal schools and report to the State Superintendent, or local examiners for the Civil Service Commission, appointed without pay, to conduct local examinations, subject to the civil service law, or in any way subject to the jurisdiction of the Civil Service Commission?"

In my opinion, these positions do not fall within either the letter or the spirit of the law, and are not within the civil service act. They do not fall within either the classified or the unclassified service named in section 8 of the act. They are not public officers within the meaning of the act, for such are defined by the worls of the act.

"to include all public officials of this state, whether paid directly or indirectly from the public treasury of the state or by fees or otherwise."

The boards of visitors named serve without pay, as do the local examiners and therefore these do not fall within this definition. They are not public employes within the meaning of the act, for such are defined.

"to include every person not being an officer who is paid from said treasury of the state."

Yours truly,

L. M. STURDEVANT,
Attorney General.

June 29, 1906.

HONORABLE F. E. DOTY.

Secretary State Civil Service Commission.

DEAR SIR:—I am in receipt of yours of the 29th inst. in which you ask my opinion as to the validity of Rule 13 adopted by the Civil Service Commission.

Sec. 19 of Chapter 363, laws of 1905, provides that any person who has held a position by appointment under civil service rules and who has been separated from the service without any delinquency or misconduct on his part may be reinstated within one year from the date of such separation to the same or similar position in the same department, provided, that, for the original entrance to the position proposed to be filled by such reinstatement, there is not required in the opinion of the civil service commission examination involving essential tests or qualifications different from or higher than those involved in

the examination for the original entrance to the position formerely held by the person proposed to be reinstated.

Under this provision of the statute you have made and adopted a rule which provides that the names of all persons who have held positions in the competitive class by appointment under civil service rules and who have been separated from the service through no delinquency or misconduct and who have been recommended by the appointing officer for preference shall be entered upon the lists of suspended employes and shall remain thereon for a period of one year and, upon notice of a vacancy in the same or similar position in any department, names from such lists of suspended employes shall be certified in preference to names from the eligible list.

Under these circumstances you ask me whether this rule is in accordance with law?

You will notice that the statute provides that a person who has held any appointment under civil service rules and has left the service under the circumstances named in the statute may The statute could not well use the term "shall be reinstated. be reinstated." because there might be no occasion for his reinstatement-no position for him-but he is to be reinstated in the same or similar position in the same department, and your rule provides that he may be reinstated in the same or similar position in any department. This word "any" in my opinion, does not necessarily mean any other department: that is, a department other than the one from which he left; but, if it is subject to such construction, it is clearly not in accordance with the statute, because that plainly provides that he may be reinstated in the same department. I see no necessity for a new rule, but the rule should be construed as it was evidently intended to mean: in the same department, instead of any other department.

Your second question is, Was it competent for the Commission to adopt such a rule?

Of course, the rule cannot control the statute, but the statute must control the rule. If you mean by the rule, that the suspended officer may be reinstated in any other department than

the one from which he was suspended, then my answer is that the Commission could not adopt such a rule legally.

Yours truly,

L. M. STURDEVANT,
Attorney General.

HONORABLE F. E. DOTY,

July 19, 1906.

State Civil Service Commission, Madison, Wis.

Dear Sir:—Your letter of the 1st inst, has been received. You state that officials and employes of the state wish to know more specifically whether they have a right, under the civil service law, to circulate nomination papers for the candidates of their choice, and ask for an interpretation of the phrase "political service" as used in section 28, chapter 363, laws of 1905.

The words "political service" are used in section 28 in this connection:

"No officer, agent, clerk or employe under the government of this state shall directly or indirectly, solicit or receive, or be in any manner concerned in soliciting or receiving any assessment, subscription or contribution, or political service, whether voluntary or involuntary, for any political purpose whatever, from any officer, agent, clerk or employe of the state."

In the absence of judicial definition, the words "political service" should be given their ordinary and usual meaning. Wegster's International Dictionary defines "political" as, "Of politics, or relating to politics," and one of the definitions given to the word "politics" is, "The advancement of candidates to office." The word "service" is defined as, "The performance of labor for the benefit of another." Taking these definitions together, the words "political service" as used in the law may be defined as, The performance of labor for the advancement of candidates to office. The circulation of a nomination paper 9—C. 8.

is certainly the performance of labor for the benefit of another. The purpose of nomination paper is to advance a candidate to office. Under the primary election system of nominating candidates, no greater service may perhaps be rendered to such candidates than by the circulation of their nomination papers.

I am therefore of the opinion that, according to the provisions of this section, no officer, agent, clerk or employe under the government of the state should solicit or receive political service, such as the circulating of nomination papers, from any officer, agent, clerk or employe of the state.

It was not the purpose of the Legislature as expressed in the civil service law to in any way abridge the rights of citizenship of the persons coming within the provisions of the law. Employes of the state have the same right as formerly to freely express their opinions upon political subjects and their preferences for candidates for office, but I believe the law plainly prohibits the acceptance of such political service as the circulating of nomination papers from state employes.

Yours truly,

L. M. Sturdevant,
Attorney General.

Aug. 7, 1906.

HONORABLE F. E. DOTY.

Secretary and Chief Examiner,

State Civil Service Commission,

Dear Sir:—Your communication of July 31st has been received. You have asked me this question:

"Did the Civil Service Commission have the authority under the law to make and enforce section 8 of rule 10 of the civil service rules, which reads as follows: 'In accordance with the provisions of section 16 of the law, any veteran of the late Civil War who has attained the required percentage for eligibility shall be given such preference in registration as the addition of five per cent to his average standing would entitle him to?''

Section 16 of chapter 363, Laws of 1905, contains this provision:

"Whenever eligibles are certified, they must also be those candidates who have been graded highest in an examination held in pursuance of this act and the rules made in accordance therewith, except that, where practicable, other conditions being equal, the rule shall provide for a preference in favor of veterans of the late Civil War."

I am of the opinion that the rule which you have quoted is a legal and reasonable interpretation of this provision. I understand that the rule gives no preference to veterans at the examination, but, after an examination, other conditions being equal, they are given such preference as the addition of five per cent in standing would entitle them to. I believe that section 16 gives legal authority to the Commission to make and enforce such a rule.

Very truly yours,
L. M. Sturdevant,
Attorney General.

September 22, 1906.

HONORABLE F. E. DOTY.

Secretary and Chief Examiner, State Civil Service Commission, Madison, Wis.

DEAR SIR:—Your communication of the 21st inst. has had careful consideration. You say that the State Civil Service Commission desires my opinion as to the extent of the powers of the Commission to control or check removals from the civil service and ask three specific questions, to-wit:—

Question 1. "In case complaint is made by an employe that the reason for his dismissal is political or religious, what, in your judgment, is the proper procedure? If an investigation is the proper procedure and if, upon investigation, the Commission finds that the removal is for political

or religious reasons, what action is then to be taken? Has the Commission of itself power to reinstate or must this matter rest with the courts? Does the Commission have any power of initiative after finding that the law has been violated? If so, what? Should the Commission bring action in the courts or is it proper to leave initiative to the plaintiff?

Question 2. "If complaint is made that the cause is insufficient, that dismissal is unjust and not for political or religious reasons, must the Commission (or should the Commission) accept the written reason of the officer as final or may the Commission hold an investigation as to the merits of the case? If so, can the Commission, if, in its judgment, the employe has been unjustly dismissed for what, in its opinion, is an insufficient cause, reinstate the employe or take any other steps in reference to protecting him in his rights?

Question 3. "Section 13 provides that the provisions of this act with reference to removal, suspension, etc., shall not be applicable in such case (penal and charitable institutions) except that they shall be made for just cause which shall be neither religious nor political. Does this provision free the superintendent of an institution from filing his reasons with the Commission?

- "(a) If an employe complains that he has been dismissed for what seems to him insufficient cause, is it competent for the Commission to hold an investigation in such case to determine whether the cause is just?
- "(b) If so, and if, upon investigation, the Commission finds that, in its opinion, the cause is not just, what action may then be taken by the Commission? May the Commission reinstate the employe or refuse to certify the salary of the one appointed to his place? Or is the question one entirely for the courts to decide?"

Section 363 of the Laws of 1905 provides that:

"No subordinate or employe in the competitive class, noncompetitive class or the labor class of the civil service of the state, who shall have been appointed under the provisions of this act or the rules made pursuant thereto, shall be removed,

suspended for more than fifteen days, discharged, or reduced in pay or position, except for just cause, which shall not be religious or political. In all cases of removal the appointing officer shall, at the time of such action, furnish to the subordinate his reasons for the same and allow him a reasonable time in which to make an explanation. The reasons for removal and the answer thereto shall be filed in writing with the commission."

Sec. 30 makes the violation of this law by an appointing officer a misdemeanor and provides as a penalty the vacation of his office and disqualifies him from holding office for the period of five years.

The State Civil Service Commission is a creature of the statutes and it has no other powers than those given to it by statute. It cannot take authority by implication or presumption. The Commission is a part of the executive branch of the state government. Its chief duty is to enforce the law relating to the appointment and removal of persons in the civil service of the state. The purpose of the civil service law is to provide for the appointment of state employes according to merit and fitness and to prevent their appointment because of political or religious considerations. It is the duty of the Commission to we that this purpose as expressed in the law is fulfilled. ever, the Legislature has not directly conferred judicial powers upon the Commission. It has not constituted it a court to hear testimony and to determine questions of fact or law. Civil Service Commission is directed by law to certify to the Secretary of State the list of persons upon the pay-roll of the When the head of a department removes an employe, be must file with the Commission a statement in writing of the prasons for the removal and the dismissed employe's answer The Commission must determine whether the reasons given in such statement are political or religious and whether or not, upon their face, they constitute just cause for removal. If the reasons stated are neither political or religious and constatute upon their face just cause for removal, then the Commission may not go behind such statement, to determine whether

or not the facts stated be true, for the purpose of reinstating the deposed employe. The Commission has no power to reinstate an employe when it appears upon the face of the returns that he has been dismissed for just cause. If the aggrieved person believes that the statement filed with the Commission is not true or that the reasons given are not the real reasons for his removal, then he may appeal to the courts for the establishment of his rights. The writ of mandamus provides a quick remedy to the aggrieved person. It is not the duty of the Civil Service Commission in such a case to take the initiative; the controversy is between the removing officer and the deposed employe. If an officer attempts to remove an employe for political or religious reasons or for an unjust cause and the statement filed with the Commission shows that the reasons were political or religious, or that the cause for removal was unjust, then there has in fact been no removal and the Commission should so certify to the state auditor. The truth of the facts given in the statement is not for the Commission to determine; that is for the courts.

Concerning your question relating to removals in the penal and charitable institutions: See. 13 provides that the provisions of that law with reference to removals shall not apply to such institutions. The provision requiring statement to be filed relates to removals. I am therefore of the opinion that the superintendent of a charitable or penal institution is exempt from filing his reasons for removal with the Civil Service Commission.

Yours respectfully,

L. M. STURDEVANT,
Attorney General.

December 31, 1906.

HONORABLE F. E. DOTY,

Secretary and Chief Examiner,

State Civil Service Commission,

DEAR SIR: Your letter of this date has been received and has had careful consideration. You ask whether persons employed in the legislature of 1905 may be deemed to have been

entitled to the privilege of non-competitive examination granted to original incumbents under the provisions of Section 9 of the Civil Service Law.

The section to which you refer provides that, within six months after the passage of the civil service law, the persons serving the state in positions coming within the law shall have a non-competitive examination. If the legislative employes were appointed for a term of two years, or were in continuous service of the State, they would then have been entitled to a non-competitive examination. I am unable, however, to find in any statute creating a legislative office or position, any term of office stated. The compensation of employes of the legislature is by the day. When an extra session of the legislature has been called only a portion of the persons serving as employes in the regular session has been called into service, and sometimes new appointments have been made for some positions. The statutes and the proceedings of the legislature seem clearly to indicate that employes of the legislature were appointed for the legislative session only. Chapter 515, Laws of 1905, names the legislative employes and clerks and provides:

"Only males shall be employed. Each clerk required to do typewriting shall furnish his own typewriter. Such clerk shall be chosen from the eligible list furnished by the civil service commissioners in such manner as the rules of the senate and assembly may provide."

To provide an eligible list the Civil Service Commission must give a competitive examination.

I am of the opinion that the purpose of Section 9, Chapter 363, was to provide a non-competitive examination for persons in the service of the State having a fixed term of office. I do not think its provisions are broad enough to include employes of the legislature.

Yours very truly,

L. M. Sturdevant, Attorney General.

Madison, Wis., Dec. 20, 1906.

HONORABLE F. E. DOTY,

Secretary State Civil Service Commission.

DEAR SIR: On September 22nd, 1905, in response to a request from you this department gave you an opinion holding that legislative employes, not specifically mentioned as subject to the civil service law in chapter 15, laws of 1905, are not within the statute regulating the civil service of the state.

Recently I have had occasion to examine that opinion and give the matter further consideration. I am convinced that it is wrong and as it is important, I deem it my duty to so inform your commission. Section 8, Chapter 363, Laws of 1905, provides that the civil service shall be divided into the unclassified and the classified service. Section 12 of the same act places legislative employes in the classified service of the state. So far then, as this chapter is concerned, it appears to be entirely clear that all legislative employes are within the classified service and subject to the provisions of the act, unless the provisions of Chapter 363 have been repealed by implication, by Chapter 515, Laws of 1905. That act provides for the legislative employes and fixes their salaries, and it was held in the opinion referred to that only the clerks required to do typewriting were within the provisions of the civil service statute, on account of the language in section 1, which provides that clerks required to do typewriting "shall be chosen from the eligible list furnished by the civil service commissioners in such manner as the rules of the senate and assembly may provide" and that, since there is a specific provision requiring clerks to be furnished from the eligible list by the commission, therefore, by implication, the other employes were excepted from the provision of the civil service law.

If this be true, then that act must be held to repeal Chapter 363 by implication, since there is no express repeal or any provision exempting the other employes from the provisions of the civil service act.

Repeals by implication are not favored in the law. It cannot be supposed that the legislature, after many weeks of consid-

eration of the statute establishing civil service in this state, intended to repeal any provision of Chapter 363, in the absence of a direct declaration of its purpose so to do or of some provision in the later statute by which that intention is made manifest. It must not be supposed that the legislature intended by the later statute, to repeal a prior one, even on the same subject, unless the last statute is so broad in its terms and so clear and explicit in its words as to show that it was intended to displace the prior statute.

State Ex Rel. Marinette T. & W. R. Co. vs. Tomahawk, 96 Wis. p. 73.

Tested by this rule there is in chapter 515 an entire absence of any provision indicating an intention to repeal any part of the civil service act. The fact that clerks doing typewriting are specifically mentioned in that act may be accounted for on an entirely different theory than the supposition that the legislature intended that only such clerks should be subject to civil service rules.

A majority of the legislative clerks are also required to be stenographers, and the provision may have been inserted ex industria. for the purpose of removing the possibility of a claim being made that one of such clerks for each appointing officer would be in the exempt class, the legislature having in mind that one stenographer for each appointing officer is in the exempt class, by the provisions of section 14, chapter 363, laws of 1905.

My opinion is that all employes of the legislature named in chapter 515 are subject to the civil service statute.

Yours respectfully,

L. M. Sturdevant,
Attorney General.

MR. F. E. DOTY,

Jan. 14, 1907.

Secretary and Chief Examiner,
State Civil Service Commission,
Madison. Wis.

DEAR SIR:—I am in receipt of your favor of the 11th inst., requesting an opinion interpreting Section 18 of the Civil Service Law together with Rule 15 of the Civil Service Rules and particularly as to the force and effect of the phrase, "so far as practicable," relating to promotions, and also as to whether or not a request of an appointing officer for certification from an eligible list is prima facic evidence that promotion is not practicable. Your request for such an opinion naturally calls for an answer to three questions:

- 1. What are the promotional rights, if any, of employes?
- 2. What are the duties and responsibilities of the civil service commission in regard to promotional examinations?
- 3. What are the rights and privileges of the appointing officer or chief of the department in regard to promotions in his particular department, office or institution?

Section 18 of the Civil Service Law so far as applicable to the opinion requested is as follows:

"Vacancies in positions in the competitive class shall be filled, so far as practicable, by promotions from among persons holding positions in a lower grade in the department, office, or institution in which the vacancy exists, under rules and regulations made and enforced by the civil service commission. Promotions shall be based upon merit and fitness to be ascertained by examinations to be provided by the commission and upon the superior qualifications of the person promoted as shown by his previous service, due weight being given to seniority and experience. The commission may prescribe forms and rules for reports to be made by the proper officer on the efficiency of their subordinates and employes."

The civil service commission by virtue of the power vested in it by the foregoing, made, adopted and published certain rules

and regulations among which is Rule 15 of which Section 2 reads as follows:

- 2. "Whenever there is a vacancy in a position in a department above the lowest rank or grade, the commission shall ascertain whether there are at least three persons who have served three months or more in a lower rank or grade, eligible and willing to compete to fill the vacancy; and in case it is found that there are at least three such persons, the vacancy shall be filled from the eligible list resulting from a competitive examination for promotion; in which examination the elements to be considered shall be, 1, the competitive mental examination, and 2, the records of efficiency, character, conduct, and seniority."
- 3. "Whenever there are less than three persons in the next lower rank or grade, eligible and willing to compete, the commission shall hold an original competitive examination to fill the vacancy or may permit the appointing officer to nominate one of such eligible persons, who may be promoted upon passing the required non-competitive examination."
- 4. "If the vacancy is in a position in the higher ranks or grades the commission may, if it deems that on account of the executive ability required to fill the position, promotion by competitive examination is impracticable and not for the best interests of the service, hold an original competitive examination without regard to the number of persons in the next lower rank or grade."
- 5. "The commission shall in each case determine what persons are eligible to compete for promotion from a consideration of the duties to be filled and the duties which the persons seeking the promotion perform."

It is beyond all controversy that the object of the Civil Service Law is to promote efficiency in public service and to remove a far as possible the evils of the so called "Spoils system" and to hold out to the employes of the state the hope and prospect of promotion if found worthy. The legislature, by said law,

holds out to all employes of the state, and those who desire to enter its service, this hope and prospect of promotion as an incentive to those already in the service to promptly, faithfully and efficiently perform their duties and as an inducement for worthy men not already in the service to enter the same. Section 18 is in my opinion, mandatory and not directory as will plainly be gathered from the use of the word "shall" as used in said section. It follows therefore that in my opinion employes have certain promotional rights under the law. This promotional right is not of itself a right to promotion but a right of opportunity of promotion and the question of practicability of promotion is not to be governed by the whims, vagaries, personal likes or dislikes of the civil service commission or of the appointing officer or chief of department. It will also be noticed that Rule 15 above referred to is mandatory in terms.

The duties and responsibilities of the civil service commission in such eases are clearly defined by said law and by Rule 15 which, in my opinion, defines very clearly when it is "practicable" to hold examinations for promotions.

While Section 4, Rule 15 authorizes the commission in certain cases to choose between an original competitive examination and a promotional competitive examination it is a choice which should be exercised with great care, discretion and judgment because of the promotional right of employes. As a failure to do this would leave the civil service subject to all, or nearly all, the evils that the act was intended to remedy.

People, ex rel. v. Ptacek in Chicago Civil Service Report for 1900, p. 84.

In regard to the rights and privileges of the so called appointing officer or chief of department they are clearly defined in Section 18 of the Civil Service Law and Rule 15 of the Civil Service Rules. Under Section 18 it is the duty of said officer to fill out the forms furnished him by the civil service commission touching upon the efficiency, conduct and seniority of his subordinates and employes entitled to take a promotional examination and Section 3 of Rule 15 provides that the commission may permit the appointing officer, under the condi-

tions set forth in said section to nominate one of said eligible persons who may be promoted upon passing the required noncompetitive examination.

In my opinion, the request of an appointing officer for a certification from an eligible list is merely prima facie evidence of a vacancy and it is for the commission, under the law and its rules and regulations, to pass upon the question of the practicability of a promotional examination and I can do no better upon this point than quote the decision of the Court in the case of Chittenden v. Wurster, 14 App. Div., 483 N. Y.

"The question whether an examination is practicable, being one determined by the exercise of judgment, and necessarily, judgment being exercised in the first instance by administrative officers, a presumption exists that public officers have done their duty; and the burden is thrown upon whoever assails it to prove affirmatively that the action of the puplic officers has been illegal. If the case presented is fairly debatable, and one as to which, in the honest exercise of judgment, men may reasonably differ, the court should not reverse the determination of the public officers. But the difference of judgment must be, not as to the advantage or disadvantage of the civil service scheme generally, because the Constitution has settled that question, but only as to whether the particular appointment can be properly considered as subject to a competitive examination, and it must always be borne in mind that under the Constitution competitive examination is the rule, and "pass" or non-competitive examination and exemption from examination the exceptions."

In rendering this opinion of course you will understand that I am not passing upon the practicability of exempting certain offices from the operation of the Civil Service Law but upon the practicability of promotional examinations as to those offices that are already placed by the legislature under the operation of the Civil Service Law.

I have gone into this matter at considerable length but it is

a matter deserving of grave consideration as affecting the rights of the state and its employes.

Very truly yours,
(Signed) F. L. Gilbert,
Attorney General.

Mr. F. E. Doty,

Jan. 23, 1907.

Secretary and Chief Examiner, Civil Service Commission, Madison, Wisconsin.

DEAR SIR:—Your favor of the 17th inst., with the letter of Morris, Riley & Dudgeon attached, relative to the Fess-Winter matter duly received. As I understand it the writer desires my opinion as to whether or not the appointment of Winter was in fact a removal of Fess as deputy oil inspector of this district.

The supervisor of illuminating oils is authorized by statute to appoint, with the advice and consent of the governor, a sufficient number of deputies to properly inspect the oils of this state. See Sec. 1, Chap. 466, Laws of 1901.

There is no provision of the statute which limits the deputies so appointed to one deputy for each district and therefore, as many deputies may be appointed as the supervisor may deem necessary to do the business. The same law provides that the governor may, at any time, remove any deputy upon reasonable notice.

I am informed and the records show, that it is an esablished custom to appoint but one deputy for each district and it appears that when Mr. Winter received his appointment from the then governor he called upon Mr. Fess and with Mr. Fess's consent secured certain state property in Mr. Fess's possession by virtue of his office. It does not appear that the governor ever formally removed Mr. Fess but on December 14th, 1905 the records show that Mr. Mills, supervisor of illuminating oils, notified Mr. Fess of Mr. Winter's appointment and from that day until March 1st, 1906, Mr. Fess apparently acquiesced and made no claim that he was still deputy oil inspector of this

district. It appears that on March 1st, 1906, Mr. Fess demanded the return of said state property delivered to Winter and Winter refused to comply with the demand.

At the time Mr. Fess was acting as deputy inspector he was aware of the fact that he was the only deputy performing the duties in this district and his subsequent conduct, at least for a length of time, clearly showed that in his opinion Mr. Winter had succeeded him, either rightfully or wrongfully as the deputy for this district.

It thus appears, that while Mr. Fess was perhaps not removed in strict compliance with the law, still he considered it a removal and conducted himself accordingly for some time.

It has been held that where an officer is appointed to hold during the pleasure of the appointing power the appointment of another person operates as an implied removal of the first.

Mecham on Public Officers, Par 459 and cases cited.

It further appears that on January 5th, 1906, Mr. Fess served notice on the Civil Service Commission that he was the original incumbent of the office and demanded an examination, together with an investigation of all matters touching the enforcement and effect of the law, which petition said commission dismissed on the grounds that it had no jurisdiction.

Section 2 of the Civil Service Law provides

"After the expiration of six months from the passage of this act no person shall be appointed, transferred, removed, reinstated, promoted, or reduced as an officer . . . in any manner or effect by any means other than those prescribed by the act."

The law was published June 16, 1905 and therefore December 16, 1905, was the date of expiration of said six months.

The statute provides that the commission shall require all officers and employes in the service of the state at the expiration of said six months, to take non-competitive examination as a condition of remaining in the service.

Section 9.

If the commission was wrong in refusing Mr. Fess an examination the fact remains that he did not get it and he should

have compelled the commission by writ of mandamus, to give it to him and thus have been able to show that he was qualified to retain the office after the period of six months. The default of the Civil Service Commission, if any, could not suspend the operation of the law. This principle of law is well established.

State v. Hillmantell, 21 Wis. 574.

State v. Baker, 38 Wis. 71.

People v. Wilson, 62 N. Y. 186.

Mr. Fess had no vested right in the office that could not be taken away by the legislature and his non-compliance with the statute forfeited the office, even though through no fault of his.

The right to vote is a constitutional right and yet the voter may be deprived of that right without his fault, but through the fault of the registering officers, and certainly the right to vote is as high and valuable a right as the right to an office. A qualified voter may have remedy by action, in a proper cause, against the officers for not permitting him to register, or he may enforce the performance of their duty by mandamus, but, where the law is imperative, he cannot vote if he is not registered.

Davis v. McKeeby, 5 Nev. 369. People v. Kopplekom, 16 Mich. 342.

To sum up, it is my opinion that in view of all the facts and circumstances surrounding this matter it can well be said that Mr. Fess, in the eye of the law, voluntarily surrendered his office and waived the informality of his removal, as all men are presumed to know the law and further, that admitting that no attempt had been made to remove Mr. Fess from office, he did not take an examination required by the statute, and though he claims to have been denied the right of examination, still he failed to pursue his proper remedy under the law at that time.

Very truly yours,
(Signed) F. L. GILBERT,
Attorney General.

Hon. F. E. Doty,

February 2, 1907.

Secretary and Chief Examiner,
State Civil Service Commission,
Madison, Wisconsin.

Dear Sir:—Your letter of the 2nd inst., has been received. You say:

"The question has arisen as to the status of A. E. Emerson, employed as janitor and clerk in the office of the Wisconsin Railroad Commission. It appears that he is employed jointly by the superintendent of public property and by the railroad commission. The superintendent of public property pays him for janitorial and clerical services at the rate of fifty-five dollars per month and according to the statement of both the assistant superintendent of public property and of the rate commission he is paid for the balance of his time by the railroad commission. The question arises whether this appointment in this double capacity is legal."

You enclose a letter from the railroad commission of Wisconsin, which contains the following statement:

"Referring to the conversation between you and the writer of this letter we beg to state that on the organization of this commission we asked General George E. Bryant, Superintendent of Public Property, if some one could not be engaged as messenger with clerical ability, who could perform the duties of janitor after regular office hours of the commission and have the expenses of his employment shared between the labor force and this office in the same manner persons have been engaged by the railroad commission and the tax commission. It was thereupon agreed between General Bryant and this commission that Alfred Emerson be employed, his salary to be apportioned as follows: pay roll, superintendent of public property, fifty-five dollars; pay roll of railroad comcommission, thirty-five dollars. This arrangement has continued until the present time. Your commission and Mr. Houser, as Secretary of State, having been advised of the arrangement at the beginning."

You also enclose a letter from C. C. Bennett, Assistant Superintendent of Public Property, which is as follows:

"In reply to your inquiry concerning the appointment of A. E. Emerson I will say that the name appears on the extra pay roll. That his salary is fixed at fifty-five dollars per month. That it was intended he should serve in a double capacity as janitor and clerk in the office of the Wisconsin Rate Commission and by mutual agreement that the Rate Commission, the balance of time for clerical work was to be paid by the Railroad Commission."

It appears from the statement contained in the letter last above quoted that Mr. Emerson was employed by the State Railroad Commission to do clerical work. That it was agreed between them that he was to devote but a portion of his time to his clerical duties. His compensation for this work was fixed by the railroad commission. At the time of this agreement with the railroad commission he was also employed by the Superintendent of Public Property to do janitorial work, it being understood and agreed between Mr. Emerson and the Superintendent of Public Property that he was to give but a portion of his time to this work.

Chapter 419-m, Laws of 1901, contains this provision:

"The Superintendent of Public Property is authorized by and with the approval of the Governor to employ such extra help in and about the capitol and public grounds as may be necessary and fix their compensation."

It seems that this chapter authorizes the Superintendent of Public Property to employ a person and pay him for a portion of his time.

Par. h of Chapter 362, Laws of 1905, provides that the rail-road commission

"May appoint a secretary at a salary of not more than twenty-five hundred dollars per annum and may appoint not more than three clerks, two of whom shall receive an annual salary not exceeding one thousand dollars, and may employ such other persons as may be necessary to perform any service it may require of them and shall fix their compensation."

This provision gives the commission authority not only to fix the compensation of extra clerks needed but also to determine what service is required of them. I believe that under this provision the railroad commission was authorized in contracting with a person for a portion of his time. I know of no statute prohibiting a joint employment such as this. The statute last mentioned contains the provision that

"No commissioner nor secretary shall hold any other office or position of profit, or pursue any other business or vocation, or serve on any committee of any political party, but shall devote his entire time to the duties of his office."

The statute creating the office of Tax Commissioner contains a similar provision concerning the tax commissioner, his assistants, secretary and clerks, but there seems to be no such provision concerning clerks in the office of the State Railroad Commission whose salaries are not fixed by law. This does not come within the constitutional provision which prohibits any increase of salary during the incumbent's term of office. The clerk in this case has no term of office and his salary is not fixed by law. From the statement of facts given, his salary was not increased but he was simply jointly employed to devote part of his time to one kind of work and part of his time to another kind of work.

I am of the opinion that such an employment is legal.

Very truly yours,
(Signed) F. L. GILBERT,
Attorney General.

HON. F. E. DOTY,

February 23, 1907.

Secretary and Chief Examiner,

State Civil Service Commission, Madison, Wisconsin.

DEAR SIR:—Your letter of the 23rd inst. has been received. You have asked:

"Where an eligible list for a given position contains the name of but one person, and where, when such name has been certified to the appointing officer, the appointing officer makes

request for an eligible list of three persons from which to make selection, is it the duty of the Civil Service Commission to procure such eligible list, or may the appointing officer be compelled to appoint the person whose name already appears on the list?"

Section 16 of Chapter 363, Laws of 1905, provides that

"Notice shall be given in writing by the appointing officer to the civil service commission of the existence of any vacancy or vacancies in any office or employment in the competitive class under the provisions of this act, and within ten days after the receipt of such notice the commission shall certify from the register of eligibles appropriate for the group in which the position to be filled is classified, the three names to the department of office in which the vacancy exists."

Section 9 provides that within six months after the passage of the civil service law the Commission shall make rules and regulations providing for examinations for positions in the classified service of the state and for such other matters as are necessary to carry out the purposes of the law.

It appears from these two sections and from the general spirit of the law that it is the duty-of the Civil Service Commission to provide a list of eligible candidates to the heads of departments of state and that such lists shall contain at least three names.

Section provides that

"Whenever there are urgent reasons for filling a vacancy in any position in the competitive class and the Commission is unable to certify to the appointing officer upon requisition by the latter, a list of persons eligible for appointment after a competitive examination, the appointing officer may nominate a person to the position for non-competitive examination and, if such nominee shall be certified by said commission as qualified after such non-competitive examination, he may be appointed provisionally to fill such vacancy, until a selection and appointment can be made after competitive examination."

It is my opinion that the name of one person does not constitute "a list of persons" within the meaning of this and the other sections quoted. For the Civil Service Commission to certify but one name and to compel an appointing officer to appoint such person would virtually place the appointing power in the Commission. This was evidently not the legislative intent as expressed in the civil service law. It is my opinion that the duty of the Commission under the conditions stated in your letter, is to hold examinations and provide lists containing three or more names.

Very truly yours,
(Signed) F. L. GILBERT,
Attorney General.

June 17, 1907.

Hox. F. E. Doty,

Secretary and Chief Examiner, Madison, Wisconsin.

DEAR SIR:—I am in receipt of yours of the 17th in which you call attention to the provision of Bill No. 907a which you state has passed both houses of the legislature and is now before the Governor for his signature. It appropriates \$2,000 of the \$12,000 appropriated for compensation of local examiners.

Section 4 of the Civil Service Act, Chapter 363, Laws of 1905, which is amended by this act provides:

"Commissioners may designate persons in or out of the official service of the state or of any city or county who shall, if in the service, with the consent of the head of department or office in which such person serves, act as local examiner. Such persons in the official service in the performance of such duties as the commission shall direct, shall be under the control of the commission and their duties shall be considered part of the duties of the office in which they are serving . . . and no extra compensation shall be paid such officers for such service."

You inquire whether the last quoted section prevents the Civil Service Commission from providing compensation for high school principals, county superintendents and other county officers when performing service as local examiners.

Replying I will say that it does as to all examiners who hold official positions and I think the \$2,000 appropriated for the payment of examiners may only be paid to those who perform such duty but do not hold some position in the official service of the state, city or county and are thereby compensated for such service, but not as to such examiners as high school principals. They do not hold official positions. Their employment is contractual.

You further inquire whether it is mandatory that such persons continue to serve the commission in the event that their interest leads them to resign as local examiners. Replying to this I will say that the use of the word "shall" in the section of the statute above quoted appears to make this duty mandatory as to persons holding official positions in the service of the state, or of any city or county. I think that such may be compelled to act in the capacity of examiners and cannot avoid that duty except by resignation of the state, county or city official position which they hold.

It is well known and the authorities are abundant to the effect that the state may impose additional services on its officers without additional compensation. This is also true of officers of cities and counties.

As to examiners who are not in the official service of the state, city or county, I do not think they can be compelled to act and may refuse to act should they choose, but with this appropriation the commission will be enabled to procure the services of such by paying a compensation from the fund provided by this act.

Trusting this answers your inquiry, I am,

Very truly

Very truly yours,
(Signed) F. L. GILBERT,
Attorney General.

HON. F. E. DOTY,

June 25, 1907.

Secretary and Chief Examiner, State Civil Service Commission, Madison, Wisconsin.

DEAR SIR:—Yours of June 21st is received. You state that an officer having power of appointment by and with the consent and approval of the Governor has submitted the following question to your department:

"Does the power rest solely with the head of this department to remove an appointee, whose appointment was made by the head of this department with the approval of the Governor, it being understood that there are good and sufficient reasons for such removal?"

You have submitted the same to me for my official opinion. You also state that an opinion was rendered by the Attorney General on August 18, 1905, addressed to Hon. J. Q. Emery, from which you quote the following:

"The officers named by you are appointed by the Dairy and Food Commissioner, with the approval of the Governor, but the Governor is not the appointing officer."

You further say that the commission acted in accordance with said opinion and recognized officers having power of appointment, subject to the approval of the Governor, as appointing officers with sole power of removal.

In answer I will say that in the opinion by the Attorney General referred to the question was not passed upon as to whether Mr. Emery had the sole power of removing officers that he appointed with the advice and consent of the Governor. The question there passed upon was whether the officer appointed by the Dairy and Food Commissioner with the advice and consent of the Governor could be construed as an appointment by the Governor under Section 8 of the Civil Service Act to place this officer in the unclassified service. I have no reason to differ with the conclusion arrived at in said opinion that the Governor is not the appointing officer as to the positions in the Dairy and Food department within contemplation of the Civil Service Act.

As to whether Mr. Emery has the right to remove the officers which he could only appoint with the advice and consent of the Governor is another proposition. I find that there is no provision in our constitution or in the statutes with reference to the power of removal of officers in the Dairy and Food department.

Mechem on Public Officers on p. 284 lays down the following rule:

"Where, therefore, the tenure of the office is not fixed by law, and no other provision is made for removals, either by the constitution or by statute, it is said to be 'a sound and necessary rule to consider the power of removal as incident to the power of appointment."

The following rule of law is applicable:

"Generally if the power of appointment is vested in one officer the appointee to be approved by another the concurrent action of both is necessary for a removal."

See Am. & Eng. Ency. of Law, p. 434, cases cited under Note 11.

I have found no provision in our constitution or statutes and no decisions of our supreme court that would indicate that a different rule of law is to be applied in the case of the appointment made by the Dairy and Food Commissioner with the advice and consent of the Governor, and by any other officer in the state whose appointments are made in a similar manner under identical provisions of law.

I am therefore of the opinion that where an appointment was made by the head of a department with the advice and consent of the Governor, and where no provision is made in the constitution or the statutes as to the removal of said appointee, the removal can only be made by such appointing officer with the advice and consent of the Governor, it being conceded that there are good and sufficient reasons for removal in contemplation of the Civil Service Act.

Very truly yours,
(Signed) F. L. GILBERT,
'Attorney General,

HON. F. E. DOTY,

July 5, 1907.

Secretary and Chief Examiner,

State Civil Service Commission,

DEAR SIR:—Your letter of June 17th was duly received, in which you inquire whether the civil service law, chapter 363 of the laws of 1905, applies to appointments made by the State Board of Agriculture.

You say further, after enumerating the statutes in regard to the appointment and duties of members of the State Board of Agriculture:

"The question then arises, is service rendered to the State Board of Agriculture deemed to be service rendered to the State?"

"Is the State Board of Agriculture an appointing officer as defined in section 1 of the civil service law?"

"Is section 24 of the civil service law applicable in cases where clerks and other employes of the State Board are to receive compensation for service rendered?"

In reply I will say that the questions submitted by you are quite perplexing and, while the same have received my careful consideration, it may be necessary to secure a ruling of the courts before I shall be able to determine, even to my own satisfaction, whether or not the civil service act applies to the Board of Agriculture and its appointees.

Subdivision 3 of section 1, chapter 363, laws of 1905, reads as follows:

"The term 'appointing officer' signifies the officer, commission, board or body having the power of appointment or election to or removal from subordinate positions in any oftice, department, commission, board or institution."

Section 2 of that act provides that,

"After the passage of this act, appointments to and promotions in the civil service of this state shall be made only according to merit and fitness, to be ascertained as far as practicable by examination, which, so far as practicable, shall be competitive."

It also further provides that,

"After the expiration of six months from the passage of this act, no person shall be appointed, transferred, removed, reinstated, promoted or reduced as an officer, clerk, employe or laborer in the civil service under the government of this state in any manner or by any means other than those prescribed in this act."

The language of these sections is very broad and comprehensive and its aim no doubt, is to cover all appointments to office and employment in the civil service under the government of the state.

The State Board of Agriculture was created by chapter 301 of the laws of 1897 and was evidently considered a temporary organization at the outset, for section 1456 of the statutes of 1898 states:

"The department of agriculture as theretofore established is continued."

This board has from time to time received appropriations of money from the state, which, as I am informed, have been applied in the main to the purchase of grounds for the state fair and the improvement thereof and the erection of buildings thereon; but no appropriation of money is made for the support of the board, and its members receive no compensation from the State. By holding the state fair and agricultural exhibits, the board earns moneys for its support; it hires and pays its employes from the funds so earned; and it is expressly provided in section 1458b, that

"No officer, clerk or employe of said board shall have any claim upon the state for any salary or expenses, except such as may be allowed by the board and paid from any appropriation of funds under their control."

It is further provided that the State shall not in any manner whatever be liable for any debt or obligation incurred or contract made by said board. The state treasury is made the depository of the funds of the board, from which they are permitted to be withdrawn on orders signed by the president and

secretary of the board. Section 1458a, as amended by chapter 48, laws of 1899, provides:

"They (the Board of Agriculture) shall have sole control of the affairs of the department of agriculture and of all state fairs and state fair grounds and may make such by-laws, rules and regulations in relation to the management of the business of such department and said fairs and the offering of premiums thereat as they shall from time to time determine"

No officers or employes, except the secretary, are named in the statutes relating to said board whom the board is authorized to appoint or otherwise place, and no salaries are fixed for any officer or employe of said board.

So we have in regard to this board, this situation: it is a department of state; it is given sole charge and management of its affairs; it is given control of the fair grounds, the property of the State. The statutes do not provide any officers or employes that it shall appoint or fix any salaries or compensation. Its funds are such as it earns through the medium of state fairs; and, while the state treasury is made a depository for them, they are not state funds and are not subject to the control of the Secretary of State, but may be withdrawn on the order of officers of the board.

Does the civil service act apply to this body, to their officers and employes?

I have no doubt but that the Board of Agriculture is an appointing officer within the meaning of subdivision 3 of section 1 of the civil service act above quoted.

The fact that the State is not liable for the salaries or compensation of employes would not alone, in my opinion, be sufficient to remove them from the provisions of the civil service act; neither would the fact that the law gives to this board the sole management of its affairs prevent the act operating upon the board and its employes.

The really doubtful question involved is, whether employes of the Board of Agriculture are employes of the State in the sense that the civil service act should be made to apply to them.

Such employes are, none of them, state officers, unless the secretary of the board may be deemed such, and the civil service act would not apply to him, even if it should be held to apply to others in that department. Employes of that department must certainly be said to be in the civil service, as in contradistinction to the military service.

It might at first glance be considered that, as the services of employes of that department are engaged by the board, which is given the sole management of its affairs, and, as the State is not liable for the compensation of such employes, they cannot be said to be in the service of the State; but, supposing that to be true, is it a sufficient reason for holding that such employes do not come under the civil service act?

I feel forced to the conclusion that it is not, for the provision of section 2 above cited includes more than individuals in the service of the State. It includes "officers, clerks, employes or laborers under the government of this state."

Now, I must not be understood as construing this act as applying to other employments than those of the state; but this department was created by the State. The board is an administrative body, performing a function of state government, and is in control of valuable and productive state property, and certainly it and its servants are engaged in a service under the government, that is, under the control, of the State.

Hence, I conclude that chapter 363 of the laws of 1905 (the civil service act) applies to appointments made by the Board of Agriculture.

Answering your other questions, I will say:

- 1. I find it unnecessary to determine whether a service rendered to the Board of Agriculture is a service to the State, as I have reached the conclusion that such a service is a service under the government of the State, and hence within the provision of the civil service act.
- 2. I am of the opinion that the Board of Agriculture is an appointing officer within the meaning of section 1 of the civil service act.
 - 3. I am of the opinion that section 24 of said act is applicable

to the Board of Agriculture; but, in construing statutes of such difficult and doubtful construction, I consider that the Board of Agriculture have acted in utmost good faith if they have deemed their department exempt from the provisions of the civil service law.

All of which is respectfully submitted.

Yours truly,
(Signed) F. L. GILBERT,
Attorney General.

August 5, 1907.

Hox. F. E. Dory.

Secretary and Chief Examiner,
State Civil Service Commission,
Madison, Wisconsin.

DEAR SIR:—Your letter of the 3rd inst., has been received and has had careful consideration. You have asked me three questions as follows:

"Whether the terms 'exempt class' 'non-competitive class' and 'labor class' as used in section 19 quoted above, refer to 1st, 3rd, and 4th classes of the classified service mentioned in section 12 of said act?"

"If there is any provision in the Civil Service law that would authorize the transfer of one serving in the unclassified service of the state in one of the classes enumerated in section 8 of said act, to a competitive position in the classified service of the state, it being assumed that the person so desiring to be transferred has served three years in his present position from which he asks transfer, and that the duties to which he seeks transfer are similar to the duties of his former position, that he has obtained a place upon the appropriate eligible list in force at the time the request for the transfer is made but is not one of the three highest on the list."

"Does the Civil Service law contemplate a transfer in any case from the unclassified to the classified service of the state; or must one holding a position in the unclassified service,

and who seeks employment in the classified service, obtain entrance thereto in the regular way by competitive examination?"

In answer to your first question I will say that section 12 of the Civil Service law divides the service into four classes, to-wit:

The exempt class.

The competitive class.

The non-competitive class.

The labor class.

In section 19 the words, "exempt class" "non-competitive class" and "labor class" are used in reference to the classified service of the state. I am therefore of the opinion that these words as there used refer to the 1st, 3rd and 4th classes of the classified service.

In reply to your second question I will say that section 19 of the Civil Service law provides that

"No transfer shall be authorized by the Civil Service Commission of any person holding a position in the exempt class, or in the non-competitive class, or, the labor class, to a position in the competitive class unless the person seeking to be transferred shall have served three years in the position from which he desires transfer and unless the position to which he desires transfer is similar in the duties to be performed to the position from which he desires transfer, and no such transfer shall be authorized unless the person so wishing to be transferred has obtained a place upon the appropriate eligible list in force at the time the request for transfer is made."

This section relates wholly to the classified service, all of the classes mentioned in the section are classes within the classified service.

Section 16 of the law provides that the Civil Service Commission shall certify the three names at the head of the appropriate eligible list and that appointment shall be made therefrom. The provision above quoted seems to make an exception from the provisions of section 16 and provides that the three years' ex-

perience in similar duties shall raise an applicant from a lower place upon the eligible list to a position equal to that of the three highest.

I am therefore of the opinion that this provision relates wholly to the classified service and that a person holding a position in the unclassified service may not be transferred to a position in the competitive class even though he has had three years' experience in similar duties and has a place upon the eligible list. In other words, that such transfer or appointment may be made only in the manner provided by section 16. A person holding a position in the unclassified service, who seeks employment in the classified service, must obtain entrance thereto in the regular way by competitive examination.

I believe that this also answers your third question.

Very truly yours,

(Signed) F. L. GILBERT, Attorney General.

August 9th, 1907.

HONORABLE F. E. DOTY,

Secretary and Chief Examiner, State Civil Service Commission, Madison, Wisconsin.

DEAR SIR:—I am in receipt of your letter of the 2nd instant, in which you say:

"The Civil Service Commission desires your opinion on the following question for its guidance in the future:

"A person who is employed as dairyman at the University at a fixed salary was given a vacation for two weeks with full pay. Later, another department wished to make use of his services for temporary work to conduct dairy tests. At the end of the month his name appeared on the payroll for compensation for one month as dairyman and also for additional compensation for services rendered in conducting the dairy tests. If he were not employed as dairyman, he

would have been deemed eligible for appointment to render service in conducting dairy tests. Is the Civil Service Commission acting within the law to certify to the Secretary of State in both instances that he has been employed in the positions and places indicated in pursuance of the state civil service law and the rules made in pursuance thereof?"

Replying, I will say that the question you present is one of considerable perplexity and one to which this department has given careful consideration.

I assume that the question propounded by you is not so much as to your certifying that the employe whose payroll is presented for your certification was and could be properly employed in both positions under the provisions of the civil service act, but is, whether or not one in the employ of the State who is on his vacation, or more properly speaking, on leave of absence, as provided by section 169c, statutes of 1898, may, during such leave of absence, lawfully enter the employ of another department of state and receive compensation for such extra employment. The provision of that section of the statute in this respect reads as follows:

"Heads of departments may, in their discretion, grant to each clerk or other person employed upon yearly salary, one month's leave of absence in each year without loss of pay."

The same section provides that office hours for the several departments of state government are fixed to begin at nine o'clock in the morning and close at five o'clock in the afternoon, with intermission from twelve to one o'clock, with the exception of Saturday, when such hours may be observed as heads of departments may think the exigencies of the case may permit.

The real question, as I view it, is whether an employe may, while on leave of absence granted by the head of a department, accept other employment and receive additional compensation from the State for such additional services.

There is no law of this state which prevents the State from employing one person in more than one capacity, and, as concerning the time of an employe other than that which he is required by law to give to the State and his time during leave

of absence, I am inclined to regard the time as identical, that is, the time of an employe who is on leave of absence and the time he has during the day, before and after devoting the requisite number of hours to the performance of his duties, or after performing such duties as are required of him by law to be performed, is identical. The State has no claim upon the employe for any services during such periods, and, while it is probable that, in the case of leave of absence, it was intended that such period should be one of recreation and rest from duties of the employment, yet the law does not so say, nor does it give any direction as to how the employe shall use such period of time or exert any control whatever over his actions during such period. There could be no question that he might lawfully work at other employment or for another employer during such period, or attend to his private business, or devote the period to rest and recreation; and it has been held that a public officer is not bound to perform all manner of public service without compensation because his office has a salary attached to it; nor is he, in consequence of holding an office, rendered legally incompetent to the discharge of duties which are clearly extraofficial, outside of the scope of his official duty. When therefore, a public officer is employed to render service in an independent employment, not germane or incidental to his official duties, he may recover for services so rendered.

Mechem on Public Officers, sec. 863.

So it has been held that the mayor of a city who was also an attorney at law could lawfully be employed in his capacity as an attorney to defend a suit brought against the city, and that, in the absence of collusion or fraud, he could recover compensation from the city for his services so rendered as an attorney.

Niles v. Muzzy, 33 Mich. 61.

And it has been held that a police justice who was employed to revise the city ordinances, such work being no part of his duties, could lawfully receive additional compensation therefor.

McBride v. Grand Rapids, 47 Mich. 236.

S. c., 49 Mich. 239.

11-C. S.

In the case of U. S. v. Brindle, 110 U. S. 688, it was held that a receiver of public money employed to assist in disposing of Indian land, which service was no part of his duties, could receive compensation for such service, despite a U. S. statute, which provided that no person holding an office under the government whose salary or annual compensation shall amount to \$2,500 shall receive compensation for discharging the duties of any other office.

In Converse v. U. S., 21 How. 463, it was held that certain provisions in appropriations prohibiting an officer from receiving more than one salary "could not, by fair interpretation, be held to embrace an employment which has no affinity or connection either in its character or by law or usage, with the line of his official duty."

In the Brindle case the court says:

"The duties to be performed were of a different character and at a different place from those of the land office and, while the amount of compensation for this service was not fixed, it is clearly to be inferred that such compensation as the law implies for labors performed for one at the request of another, that is to say, a reasonable compensation, would be paid."

In the case of Evans v. City of Trenton, 24 N. J. L. 764, it was held that an officer of a municipal corporation who receives a fixed salary must perform all the duties of his office for the salary, however inadequate. He cannot recover extra compensation, even if promised it by a committee or individual members of the corporation; but, for services performed by request, not part of the duties of his office and which could have been as appropriately performed by any other person, he may recover a proper remuneration.

It does not follow from what has been said that an officer or employe of the State may, during leave of absence, perform duties which are germane or incidental to his official duties and receive extra compensation therefor; nor may such an officer or employe, by voluntarily devoting extra hours to the duties of his position, receive extra compensation therefor; nor may

he voluntarily and without expectation of reward, perform any services not required of him by law or for another department of state and receive extra compensation therefor. But, in cases where an officer or employe may lawfully be employed in other capacities and perform duties which the position held by him does not oblige him to perform, he may be employed to perform such duties and receive compensation therefor, even though it may result in his receiving double compensation for a certain So it was held by this department that a perperiod of time. son employed as janitor in one department of the state, which service did not take all of his time, might be employed in similar or other capacities by another department of state and receive compensation for both services. And again it was held in the case of a member of the Civil Service Commission that the fact that such officer was a professor at the state university and received compensation for his services as such did not prevent his holding the office of civil service commissioner and receiving compensation as such, provided in this and all cases that the two positions were not incompatible, and that the duties of one office did not require the incumbent to neglect the duties of the other.

What I have said may not specifically answer your inquiry and the facts submitted are almost too meager to give a definite answer thereto. It should be determined, first, whether the duties performed in the second employment, for which the employe seeks compensation, were duties germane and incidental to his first employment; second, whether they were such duties as he might or could be required to perform under his first employment; third, whether the duties required to be performed by him in his new employment were performed in the same place or in the same manner as his original employment; fourth, whether the duties imposed upon him by his new employment were such as he could be compelled by any law or his contract of employment to do under his first employment.

If these questions are answered in the affirmative, my opinion is that such employe cannot receive compensation for his second employment. But, if his salary, account or payroll is other-

wise in proper form and his employment a proper one to be made under the civil service lay and his employment free from fraud or collusion and the answers to the inquiries above made are or should be in the negative, then his account or salary should be approved by the Civil Service Commission. ever, as I view it, the conditions of the payment of the same, above enumerated, are more properly to be determined by the state auditor than by the Civil Service Commission, as they are matters pertaining to the auditing of accounts. In short, my conclusion is that the Civil Service Commission may properly and lawfully certify an account of an employe or officer duly certified to it by the head of the department (the person so employed being at the time entitled under the civil service law to be employed in such position) for services performed by him other than at his regular salary or in the position in which he is employed. The responsibility for payment of such an account rests with the head of the department certifying it and the auditing officer of the state.

I will add that, in determining whether or not a compensation for extra services should be allowed, the place where the service is performed I do not regard as of so much importance as other conditions.

Trusting that what I have said will enable you to properly determine the question submitted, I am,

Very truly yours,
(Signed) F. L. GILBERT,
Attorney General.

HON. F. E. DOTY,

Oct. 28, 1907.

Secretary and Chief Examiner, Civil Service Commission, Madison, Wisconsin.

DEAR SIR:—I am in receipt of your favor of the 16th inst., and letters supplementary thereto, in which you ask for a construction of Sec. 2, Chap. 643, Laws of 1907, which is amenda-

tory of Sec. 170, R. S. 1898, as to whether or not said chapter by discontinuing the position of corresponding clerk in the office of the State Treasurer, legislates the then incumbent of that position out of office and whether the State Treasurer, without formally dismissing said corresponding clerk and without filing notice of such dismissal with the Civil Service Commission, may make an appointment to the position of general clerk of some person whose name has been certified from a suitable eligible list.

Sec. 170, R. S. 1898, provides for certain help in the office of the State Treasurer and the positions material to the opinion requested are as follows: a corresponding clerk at a salary of \$1,600; a mailing clerk at a salary of \$1,200; a commercial clerk at a salary of \$1,200 and a deposit clerk at a salary of \$1,400.

Sec. 2 of Chapter 643, Laws of 1907, amends said Sec. 170 providing for two general clerks at a salary of \$1,600 each and a warrant clerk at a salary of \$1,400 in lieu of the four clerks provided for by said Section 170. You state that the position of commercial clerk has been declared vacant by the State Treasurer on the ground that the law has abolished this position and I understand the party who held such position has resigned and is no longer employed in said office, thus leaving three clerks in said office to perform the duties previously attended to by four clerks. You also state that heretofore the duties of the corresponding clerk have been to attend to the mailing of all drafts and to make all remittances to banks and that since the change of title in said office the State Treasurer now assigns to the position of general clerk the additional duties of making out triplicate receipts for all money received and mailing the same to the proper parties; assisting the assistant brokkeeper to compare drafts with warrants; perforating all drafts and issuing license certificates to all railroad and telephone companies and other corporations entitled to the same. You further state that the records of your office show that the State Treasurer has nominated for promotion Mr. Chester Wilfox, formerly deposit clerk, to the position of general clerk, and that he has appointed Mr. Louis Rupp, formerly mailing

clerk, to the position of warrant clerk, thus leaving the former corresponding clerk without an appointment as a general clerk. It also appears from your letter that the previous corresponding clerk passed a non-competitive examination in January, 1906, for a position as general clerk, but was known under the old law as corresponding clerk.

From a careful examination of all laws with reference to the clerical force in the office of the State Treasurer I fail to find that any particular duties are placed upon any particular clerk above mentioned and therefore the duties of each clerk are, and were, a matter of assignment by the State Treasurer and consequently the additional duties placed upon the general clerk by him at this time could have been placed upon the corresponding clerk under the old law had the State Treasurer found it necessary, and the new duties so added to those previously performed by the corresponding clerk are duties of a general clerical nature and, in my opinion, do not require an examination involving tests or qualifications different from or higher than those involved in the examination for the original entrance to the position formerly held by the corresponding clerk.

Therefore under the new law there is no change in his salary or in the duties which he could have been required to preform under the law, and the matter narrows itself to the question: does a mere change in title or designation of a clerk where the salary and duties remain the same, amount, in law, to the abolishment of the office and the legislating of the incumbent out of his position? I do not think that the spirit, intent and purpose of the civil service law will tolerate such a conclusion and while I am unable to find any case on this specific point decided in a court of last resort in which a civil service law was involved, there are some provisions in the civil service law of this state which indicate that such was not the intent of the legislature and there is an express provision in the New York Law and Rules, from which our law is taken almost verbatim, which aims to avoid the legislating of civil service employes out of office under similar circumstances.

Sec. 19 of the Wisconsin Civil Service Law provides in part:

"Any person who has held a position by appointment under the civil service rules and who has been separated from the service without any delinquency or misconduct on his part but owing to reasons of economy or otherwise, may be reinstated within one year from the date of such separation to the same or similar position in the same department, provided, that for the original entrance to the position proposed to be filled by such reinstatement there is not required in the opinion of the Civil Service Commission examination involving essential tests or qualifications different from or higher than those involved in the examination for the original entrance to the position formerly held by the person proposed to be reinstated."

Under the State Civil Service Rules of New York it is provided that:

"Whenever in any department or institution an office or position is abolished, or whenever the number of positions of a certain character is reduced, the person or persons legally holding the office, or filling the position, shall be entitled to re-appointment to or reinstatement in the said position or office if it is thereafter within one year re-established under the same or any other designation."

Collier on Civil Service, Page 314.

"It should be borne in mind that persons upon eligible lists have a right to certification inferior or subject to the rights of transfer, promotion or reinstatement which others may possess. No eligible has a right to insist that an appointing officer shall fill a vacancy by an original appointment instead of by a transfer or promotion or reinstatement which is permitted by the rules."

Collier on Civil Service, Page 72.

"Where there is an express repeal of an existing statute, and a re-enactment of it at the same time, or a repeal and an re-enactment of a portion of it, the re-enactment neutralizes the repeal so far as the old law is continued in force. It oper-

ates without interruption where the re-enactment takes effect at the same time. The intention manifested is the same as in an amendment enacted in the form noticed in the preceding section. Offices are not lost; corporate existence is not ended; inchoate statutory rights are not defeated; a statutory power is not taken away nor criminal charges affected by such repeal and re-enactment of the law on which they respectively depend."

Sutherland on Statutory Construction, p. 172.

The repeal of a general corporation law by a statute substantially re-enacting and extending its provisions does not terminate the existence of corporations organized under it.

United Hebrew Benev. Assoc. vs. Joshua Benshimol, 130 Mass. 325.

In the case of State ex rel. Birdsey vs. Baldwin, 45 Conn., p. 134, it appears that the general assembly of said State passed an act entitled "An act relating to county commissioners," as follows:

"Section 1. So much of section one, chapter two, title three, of the General Statutes of 1875, as provides that county commissioners shall be appointed for New Haven County, is hereby repealed, and the board of county commissioners of New Haven County is hereby abolished.

Section 2. A board of commissioners for New Haven County is hereby created, to be appointed by the General Assembly, and said board shall perform in and for New Haven County all the duties and have all the powers provided by chapter two, title three, of the General Statutes, for county commissioners.

Section 3. The General Assembly shall appoint three persons to be the board of commissioners for New Haven County, who shall hold their offices from the date of their appointment until July 1st, 1877."

The court held that said act did not legislate out of office the then county commissioners whose terms had not expired, even though the legislature in pursuance of said law had appointed

three new commissioners, and said, "We have then this condition of things—an act of the legislature repeals by its terms a certain section of the general statutes and abolishes a board of officers appointed under it, and the same act creates precisely the same board and clothes them with the same powers and duties enumerated in the section repealed. Can this be done? We think There must be some appreciable space of time between the repealing act and the re-enactment of the same act. In this case not a second intervened and there was never a moment when the relators were out of office, or when the office of county commissioner for New Haven County was abolished." Here was a case in which the legislature expressly abolished the offices in question, re-enacted practically the same law and appointed new county commissioners and yet the court held that the old county commissioners whose terms had not expired were not ousted from office.

"Any ingenous mode of evading the constitutional or lawful mode of removing a public officer will not be countenanced by the courts. To do indirectly, in the abused exercise of an acknowledged power, not given for but perverted to that purpose, that which is expressly forbidden to be done directly, is a gross and wicked infraction of the Constitution, and more so because the means resorted to deprive the injured person, and are designed to deprive him of all redress, by preventing the question becoming the subject of judicial cognizance."

Hoke vs. Henderson, 4 Dev. 27.

"The Legislature may create an office for the public good, or they may repeal the office for the general welfare. But long as it lets the office exist, its incontestable judgment stands that it is for the public good, and the incumbent has a vested legal interest in the term, which the Legislature cannot touch by any mere experimental legislation, however incensious may be the pretext, or however much it may urge the public demand."

Standeford vs. Wingate, 2 Duvall 466.

It therefore seems to me there is no change in the law upon any rial point touching the employment of a corresponding

clerk in the office of the State Treasurer, and the re-enactment of the new is simultaneous with the repeal of the old provisions, and consequently it is my opinion that a mere change in the title of a civil service employe without a change of salary and without the imposition of any new duties which could not have been imposed upon him by his superior under his old title does not, as a matter of law, legislate said employe out of office and does not create a vacancy to be filled by an appointment from the eligible list, particularly in view of the fact that the employe passed the original entrance examination for the performance of both the old and the newly added dutics.

The framers of our Civil Service Law carefully safeguarded employes as to the right of promotional examinations, re-instate—ments and continuance in office so long as their duties are being discharged in a manner satisfactory to the appointing officer and for the best interests of the State. The object, purpose and spirit of the law under consideration is to bring about an improved, more thorough and more capable service by public of cials and employes, and to hold that a mere change in title ous an otherwise efficient and faithful servant from office would, in y opinion, be doing violence to that law and be a detriment is stead of a benefit to the State.

Very truly yours,
(Signed) F. L. GILBERT,
Attorney General.

November 27, 1907.

HONORABLE F. E. DOTY,

Secretary and Chief Examiner,

State Civil Service Commission.

DEAR SIR:—You have submitted to me for my official opinion the following statement of facts and questions:

"On March 10th, 1906, the Civil Service Commission he an examination for position of library clerk. In this examination nine persons obtained a place on the eligible list. the nine persons who passed the examination there were eight women and one man. On the 17th of December of that ye

all persons on this eligible list were notified of the results of the examination and their notices contained the statement that the period of eligibility would expire on the 12th of December, 1907.

"Some time in July or August, 1907, the State Superintendent made request for certification of names of men eligible for the position of library clerk. There being only one man on the then eligible list, he asked that a new examination be held.

"In accordance with the provisions of section 7, rule XI, his request was deemed mandatory, a previous opinion of the Attorney General having been given to the effect that officers may insist upon certification of three names, and that the certification of one name does not constitute a certification, as the term is used in the civil service law."

You state that one of the persons who obtained a position on the eligible list raises the question now whether the Commission may legally certify from the new eligible list of men, there being an eligible list of eight women and one man previously in force.

You submit the following questions:

"1st. The commission wishes to know whether there was authority of law for the adoption of section 7 of rule XI.

"2nd. Whether, upon request by the appointing officer for certification of names of men, it became the duty of the commission to obtain an eligible list of at least three names of persons qualified to perform the duties assigned by the officer and of the sex specified in his request.

"3rd. Whether now, upon request for certification of names, the name of the man on the previous eligible list still in force and of the first two men on the new eligible list must be certified."

Section 7 of Rule XI is as follows:

"Whenever the sex of those whose names are to be certified is fixed by any law, rule or regulation, or is specified in the request for certification, the names of those of the sex to fixed or specified shall be certified."

Section 9 of the civil service law has the following provision:

"Within six months after the passage of this act and the appointment of the civil service commissioners as herein provided, the commission shall put into effect rules for the classification of the offices, places and employments now or hereafter created in the classified service of this State. Within the same time the commission shall also make rules and regulations providing for examinations for positions in the classified service of the state, appointments to, removals from, and promotions and reductions therein, and for such other matters as are necessary to carry out the purposes of this act," etc.

I have not been able to find any decisions of any court upon which to base an opinion in this matter, but it seems to me that this law as contained in said section 9 is broad enough to empower the Commission to make the provision contained in section 7 of Rule XI. I understand that the law makes no provision as to the sex of the incumbent of the office of library clerk. Before the passage of the civil service law it was left in the discretion of the appointing officer to appoint either a woman or a man and the said rule applies only to similar cases. It seems a very reasonable and just rule, especially where the duties of the office are not clearly specified in the statute and are assigned to the occupant of the position by the appointing officer. It may sometimes be very necessary to have a man, as the services required may be such that a woman would not be able to perform them, and vice versa.

I am therefore of the opinion that the Commission had authority to adopt said rule contained in section 7 of Rule XI.

In answer to your second question I will say that, when an appointing officer requests the Commission to certify three names for appointment, it will be the duty of the Commission to obtain an eligible list of at least three names of persons qualified to perform the duties, and of the sex specified in his request. If we concede that said section 7 of Rule XI is a valid enactment, then, of course, it will be the duty of the Commission to certify

three names of persons of the sex specified in the request of the appointing officer. Section 3 of Rule X provides:

"A new list shall be created for a stated position or group of positions only when there is no appropriate list existing or when the existing list from which certification is to be made is likely to be exhausted."

In the case in question there is not an appropriate list existing such as the appointing officer is entitled to under said section 7 of Rule XI and it becomes the duty of the Commission to obtain an appropriate eligible list.

In answer to your third question I will say that section 4 of Rule X provides:

"Whenever there remain on the register the names of any eligibles for any position at the time when the names of eligibles ascertained by a new examination are to be entered thereon the names of all the eligibles shall be registered subject to the provisions of section 3 of Rule X."

Under this rule it seems to me that the man on the previous list is to be entered thereon in his proper order, for section 2 of Rule X provides:

"The names of eligibles shall be entered in the order of their average percentages on the proper register of eligibles." And, after the names have all been registered, the Commission shall certify the three names standing highest in the eligible list, as provided by Rule XI, section 1.

Under these various provisions the name of the man on the previous eligible list will only be certified if he proves to be one of the three highest on the new list when completed.

Very truly yours,

(Signed) F. L. GILBERT,
Attorney General.

November 30th, 1907.

State Civil Service Commission,

Madison, Wisconsin.

GENTLEMEN:—I am in receipt of your favor of the 27th instant, setting forth very fully all records in your office concern-

ing the matter of controversy between State Treasurer Dahl and I. P. Leigh, formerly corresponding clerk in his office; and you have also submitted to me all the original records for my persusal and consideration, making four specific inquiries, based on the statements in your said letter and the contents of the original documents so submitted.

I do not deem it necessary for me to answer said questions separately, as I find upon investigation that my predecessor, under date of September 22nd, 1906, rendered you an official opinion practically covering every phase of the present questions submitted. I have carefully considered said opinion and concur in the conclusion there reached and respectfully refer you to that opinion for your guidance in the present matter.

Said opinion will be found on page 114 of Report of Civil Service Commission 1906.

Very truly yours,
(Signed) F. L. GILBERT,
Attorney General.

All records returned.

Dec. 3, 1907.

State Civil Service Commission,

Madison, Wisconsin.

GENTLEMEN:—I am in receipt of your favor of the 25th ult. relative to the claim of State Game Warden Stone to be reimbursed for money paid to Mr. Titus for compiling the fish and game laws, from which I take it that said matter is before you for reconsideration of your previous action and decision, and in which you submit for answer the following questions:

- "1. Is the employment of a person to compile the fish and game laws classified by law in the classified service?
- "2. If so, does the procedure of law as laid down in Section 24 of the Civil Service Law concerning the certification of payrolls apply to such appointment?"

Before taking up the legal phase of the matter I deem it proper to say that the records do not show that the Secretary

of State "submitted" the Stone voucher to you under the impression that it was a matter requiring your certification, as your letter would indicate. It appears that in some manner the Commission learned that an expense voucher reimbursing Mr. Stone for money so paid had been audited by the Secretary of State and a warrant thereon drawn and paid and that the Commission then made request upon the Secretary of State for the same and that thereupon he allowed said voucher to be temporarily removed from his files and that so far as the Secretary of State was concerned he treated said expense voucher in the same manner as other expense vouchers were treated, viz. that he primarily determined as to whether or not there were any items in expense vouchers which should go before the Civil Service Commission for certification or non-certification.

In reply to your first question I will say that in my opinion the work of compiling the game laws was a matter of contract between the State Fish & Game Warden and Mr. Titus and that it was a job contract, just as much so as if the Warden found it necessary to have a boat built for the proper discharge of his official duties and had made a contract with some one to construct it. Such contractor is not, in my opinion, an appointee in the sense in which that word is used in the Civil Service Law any more than the contractors having the work of building the Capitol are appointees of the Capitol Commission. Such contractors hold no office or position and are not appointed and hence such contractors or any contractors who may undertake a contract to do special temporary work in pursuance of an agreement with an officer authorized to make such a contract, or contract to furnish any service which he is entitled to have performed and for which he may be reimbursed by the State as an expense, are not in my opinion either employes or officers of the State contemplated by the Civil Service Law. They do not hold a position under the laws of the State and, as I view it, are not within the letter or spirit of the Civil Service Act or within the classified service or any service of the State whatsoever so far as relating to the service so performed. Any other construction of the law would lead to mani-

fest absurdity. A contract similar to the one in question may be let to a corporation, which of course does not come within any Civil Service provisions, and is of such a character that the Civil Service Commission might find it difficult to examine.

Compilation of laws is not necessarily a lawyer's work, as work of this nature is oftentimes perfectly performed by laymen; but in any event, it is a proper expense, as I have previously held. In addition see Sloan et al. vs. State, Wis. 623, in which case, as in this, the payment in question was made from a special fund, from which such expense was authorized That the foregoing was your view of the matter prior and subsequent to the Stone claim in question is evidenced by the fact that on Feb. 11, 1907, you attached your certificate to the expense and per diem voucher of one J. D. Stuart, a deputy game warden for Wisconsin, which voucher contained an item for \$114.00 for attorney's fees and expenses of one Wm. S. Hart who had been employed by the then Game Warden to defend a certain action in the courts of Iowa; and this was done by your Department without any previous information as to the nature or terms of the employment or any examination of Mr. Hart and without your investigating as to whether or not it was the duty of the Attorney General to perform the work for which Mr. Stuart rendered a bill. I take it from your action in that matter that you did not consider that particular expense item as under your jurisdiction, but did certify to Mr. Stuart's employment on account of his salary items in said voucher. Subsequent to your action and decision on the Stone voucher, and in consequence thereof, the Secretary of State sent to this Department a copy of a letter sent to your Commission inquiring as to whether or not, in view of your action in the Stone matter, you did not also desire him to send you a university expense voucher containing an item for \$350.00 paid to the firm of Buell & Lucas for attorneys' services without your certification, and that you have not since requested a submission of the same to you for action, must be an indication from you that you do not consider it a matter within your jurisdiction.

I beg to assure you that I do not refer to these two instances as a matter of criticism, but simply to point out that the attitude and decision of the Commission in the Stone case is apparently quite inconsistent with its previous and subsequent methods of handling such matters.

I shall be very pleased, indeed, if all or any part of the numerous opinions I have been called upon to render in the Stone and similar cases to Departments will be of any service to them. I am sure the Civil Service Commission must and will acquit me of any desire to uphold the Stone claim simply because it, in a manner, concerns an official of this Department. Before and since the question of the Stone claim arose this Department consistently held along the lines indicated in this opinion. holdings may be wrong, as this Department does not claim to be any more infallible than other Departments, but we do the best we can to properly advise officials as to the law applicable to questions submitted. We frequently have the most complicated and far-reaching propositions submitted for almost immediate decision, which the Supreme Court of our State, after full argument and the aid of printed briefs, would undoubtedly take under consideration for weeks and then decide the matter with a divided Court.

I trust you will pardon the personal element and this digression in rendering you an opinion on the questions submitted, but in view of the entire history of the Stone claim, both before Departments and in the newspapers, I have taken the liberty of departing from the usual form of an official opinion.

Having answered your first question in the negative, it follows that your second question requires no answer.

Very truly yours,
(Signed) F. L. GILBERT,
Attorney General.

State Civil Service Commission,

March 4, 1908.

Madison, Wisconsin.

GENTLEMEN:—I am in receipt of your favor of the 27th ult., relative to the certification of the name of I. P. Leigh ordered 12—C. S.

by the Circuit Court of Dane County as a result of litigation between said Leigh and A. H. Dahl as State Treasurer.

In reply to your inquiry will say that owing to the decision in said case the salary of Mr. Leigh as general elerk in the state treasurer's office is now, in contemplation of law, still due and payable to him by the state and it is therefore proper for you to certify his name as requested. This will not result in the payment of a double salary for the performance of the duties of said position as in my opinion Mr. Dahl is liable back to the state for the amount of money paid by it to Mr. Pugh for performing the duties of this office during the enforced and involuntary absence of Mr. Leigh.

Very truly yours,
(Signed) F. L. GILBERT,
Attorney General.

COURT DECISIONS.

State of Wisconsin, Circuit Court, for Dane County.

The State of Wisconsin ex rel. Irving P. Leigh, Petitioner, vs. Andrew H. Dahl, as treasurer of said state of Wisconsin, Defendant.

FACTS:

On the first Monday of January, 1905, the petitioner was appointed by the state treasurer, J. J. Kempf, to the position of corresponding clerk in the office of the state treasurer and the petitioner at that time entered upon the performance of said duties. On January 6, 1906, the petitioner took a competitive examination, as provided for in Section 9 of Ch. 363, laws of 1905, passed the same and received from the Civil Service Commission a certificate showing said facts, and pursuant to section 23. Ch. 363 of the laws of 1905 the State Civil Service Commission placed the name of the petitioner upon the official roster of the classified civil service of the State.

In November, 1906, the defendant A. H. Dahl was duly elected state treasurer and on the first Monday of January, 1907, duly qualified and entered into the possession of said office.

On October 30, 1907, the petitioner was separated from the service. A trial by jury was had. It was stipulated between the parties that the following question should be submitted to the jury:

"Did the relator Irving P. Leigh on the 30th day of October, 1907, or at any other time resign his said position as an em-

ploye in the office of the state treasurer of the state of Wisconsin?" Ans. by the jury, "No." The court thereupon determined as conclusions of law that the relator "is entitled to a peremptory writ of mandamus as prayed in the petition, and for a judgment against the defendant for the costs and disbursements of this action."

State of Wisconsin, Circuit Court, for Dane County.

State of Wisconsin ex rel. Adolph H. Wagner, Petitioner, vs. Andrew H. Dahl, as treasurer of the state of Wisconsin, Defendant.

FACTS:

On January 16, 1905, petitioner A. H. Wagner was appointed by the State Treasurer, John J. Kempf, to the position of assistant bookkeeper in the office of the State Treasurer at a salary of \$1,800 per year and thereupon entered upon the discharge of said duties. On January 6, 1906, the petitioner took a competitive examination as provided for in Section 9 of Chapter 363, Laws of Wisconsin, in the year 1905, passed the same and received from the Civil Service Commission a certificate showing said facts, and pursuant to Section 23 of Chapter 363 of the laws of 1905 the Civil Service Commission placed his name upon the official roster of the classified civil service of the State. On Feb. 18, 1908, said petitioner was dismissed from the service by the State Treasurer, A. II. Dahl, alleging as grounds for removal incompetency and insubordination. The petitioner asks for peremptory writ of mandamus asking restoration to his position.

The first question to be decided was as to whether or not, on the above stated facts, it was a question for the jury.

The circuit judge, E. Ray Stevens, held as follows: By the Court:

"But putting aside all questions of the nature of the proceeding in each case, the New York statute involved in the cases cited by defendant was in effect a grant of power to remove subordinates, the only limitation placed on such grant being that the subordinate should be informed of the cause of removal and allowed an opportunity for explanation. The Wisconsin statute, on the other hand, is a limitation on the power of removal, with the command that there should be no removal "except for just cause." Sec. 22, Ch. 363, Laws 1905. The New York statute under consideration in these cases contained no provision that the removal must be for cause. The New York court has pointed out the fact that the proceedings under statutes requiring that removals shall only be had for cause differ greatly from removals under statutes which have no such limitation. People ex rel. Keech v. Thompson, 94 N. Y. 451, 465.

"The court concludes that the rule stated in the New York cases does not apply to the case at bar; that the right to dismiss relator from civil service depended upon the question of whether the defendant had just cause for such dismissal; that the question of just cause is a question of fact which must be determined by jury."

The following questions were then submitted.

Question No. 1, "Was the relator, Adolph II. Wagner, on the 18th day of February, 1908, competent and efficient in the performance of the duties devolved upon him as assistant bookkeeper in the office of the state treasurer of raid state?"

Answer by jury. "No."

Question No. 2. "Did the relator, Adolph II. Wagner, at all times involved in this proceeding perform all lawful directions given to him by his superiors in the office of state treasurer?" Answer by jury. "No."

Thereupon the following judgment was rendered by the court: "Now, Therefore, on motion of Jones and Schubring, attorneys for said defendant,

"It is adjudged, that the petition of the relator for a peremptory writ of mandamus restoring relator to his position as assistant bookkeeper in the office of the Treasurer of the State of Wisconsin, and keeping his name on the pay roll of said State, and certifying the same to the Civil Service Commission of said State, be and the same hereby is denied, and the alternative writ heretofore issued out of this court in said matter be and the same hereby is quashed, and the petition in said matter be and the same hereby is dismissed."

PART V.

The Civil Service Law of Wisconsin.

THE CIVIL SERVICE LAW.

DEFINITIONS.

Section 1. When used in this act:

- 1. The term "commission" signifies the state civil service commission.
- 2. The term "civil service" signifies all offices and positions of trust or employment, including mechanics, artisans and laborers, in the service of the state, except offices and positions in the militia.
- 3. The term "appointing officer" signifies the officer, commission, board or body, having the power of appointment, or election to, or removal from, subcrdinate positions in any office, department, commission, board or institution.
- 4. The terms "subordinate" and "employee" signify any person holding a subordinate position subject to appointment, removal, promotion or reduction, by an appointing efficer.

GENERAL PROVISIONS.

Section 2. After the passage of this act, appointments to, and promotions in the civil service of this state shall be made only according to merit and fitness, to be ascertained as far as practicable by examinations, which so far as practicable, shall be competitive. After the expiration of six months from the passage of this act, no person shall be appointed, transferred, removed, reinstated, promoted or reduced as an officer, clerk, employee or laborer in the civil service under the government of this state, in any manner, or by any means, other than those prescribed in this act.

STATE CIVIL SERVICE COMMISSION; HOW CREATED; COMPENSATION.

Section 3. As soon as this act shall go into effeet the governor shall, by and with the advice and consent of the senate, appoint three persons to serve, one for six years, one for four years, and one for two years, as civil service commissioners, and the said three commissioners shall constitute the civil service commission of this state. Every alternate year thereafter, the governor, with the consent of the senate, shall appoint one person as the successor of the commissioner whose term shall expire, to serve for the term of six years from the date of the appointment, and until his successor is appointed and qualified. The governor may remove any commissioner at any time for inefficiency, neglect of duty, or malfeasance in office. At no time shall more than two commissioners be adherents of the same political party. Any vacancy in such commission shall be filled by appointment by the governor, subject to confirmation by the senate, but any appointment shall be in full force until acted upon by the senate. The commissioners shall hold no other lucrative administrative office under the United States or the state of Wisconsin. Each commissioner shall be paid ten (\$10.00) dollars per diem for the time actually and necessarily devoted to his official duties not exceeding one hundred days each year, and his necessary expenses incurred in the discharge of his official duties. Each commissioner shall qualify by aling with the secretary of state an oath to perform faithfully the duties of his office.

OFFICERS AND EMPLOYEES OF THE COMMISSION.

Section 4. The civil service commission may the Examiner one of its members president, and may employ pensation.

chief examiner, who shall be ex-officio secretary,

a salary of \$2,500 per year, a stenographer at

not to exceed \$840 per year, and may employ such additional clerks or examiners as may be necessary. Said employes shall be paid necessary expenses actually incurred in the discharge of their official duties. The commissioners may designate persons in or out of the official service of the state or of any city or county who shall, if in the service, with the consent of the head of department or office in which such person serves, act as local examiner. Such persons in the official service in the performance of such duties as the commission shall direct, shall be under the direct and sole control of the commission, and their duties shall be considered part of the duties of the office in which they are serving, and time shall be allowed therefor during office hours and no extra compensation shall be paid such officers for such service. (As amended June 19, 1907.)

Section 5. The commission shall be provided with suitable office accommodations in the capitol building at Madison, and it shall be the duty of the officials having control of municipal and county buildings to furnish convenient offices and rooms for examinations, and necessary furniture, heat and light, for the accommodation of local examiners and registrars upon requisition by the commission. commission shall be furnished by the state superintendent of public property with stationery, printing, supplies, postage and an official seal, and other articles which it may require. All salaries, expenses and disbursements of the commissioners and their subordinates and employes, shall be paid out of the state treasury, as the salaries and expenses of other state officers are paid, and a sum sufficient to carry out the provisions of this act not exceeding the sum of twelve thousand dollars per annum, is hereby appropriated, of which sum \$2,000 is specifically set aside for the compensation of local examiners. (As amended June 19, 1907.)

PUBLIC OFFICERS' DUTIES.

It shall be the duty of all officers of this state to conform to and to comply with and to aid in all proper ways in carrying into effect the provisions of this act and the rules and regulations prescribed thereunder and any modification thereof. Restrictions No appointing officer shall, after six months from on the power of appoint the date of the passage of this act, select or appoint ing officers. any person for appointment, employment, promotion or reinstatement, except in accordance with the provisions of this act and the rules and regulations prescribad thereunder. Any person employed or appointed contrary to the provisions of this act or of Penalty for the rules and regulations established thereunder, appointments conshall be paid by the officer or officers so employing trary to law. or appointing, or attempting to employ or appoint him, the compensation agreed upon for any service performed under such appointment or employment, or attempted appointment or employment, or in case no compensation is agreed upon, the actual value of such services and any expenses incurred in connection therewith, and shall have a cause of action against such officer or officers, or any of them, for such sum or sums and for the costs of the action. No public officer shall be reimbursed by the state for any sums so paid or recovered in any such action.

POWERS OF THE COMMISSION TO MAKE AND ENFORCE RULES AND REGULATIONS.

SECTION 7. The civil service commission shall: First. Prescribe, amend and enforce rules and regulations for carrying into effect the provisions of this act. All rules so prescribed shall be subject to the approval of the governor, and they may from time to time, subject to like approval, be added to, amended or rescinded, provided however, that if the governor takes no action on a rule or amendment submitted to him within a period of ten days from

the date of its submission, then the rule or amendment shall become effective as though approved by the governor.

Records.

Keep minutes of its own proceedings and records of its examinations and other official actions. All recommendations of applicants for office received by the said commission, or by any appointing officer, shall be kept and preserved by the commission, and all such records, recommendations of former employers excepted, and all written causes of removal and answers thereto filed with it. shall, subject to reasonable regulations, be open to public inspection.

Power to intions.

Third. Make investigations, either sitting as a vestigate the body or through a single commissioner, concerning of law, rules all matters touching the enforcement and effect of the provisions of this act, and the rules and regulations prescribed thereunder concerning the action of any examiner or subordinate of the commission and any person in the public service, in respect to the execution of the act, and in the course of such investigations, each commissioner and the secretary and the chief examiner shall have the power to administer oaths and affirmations, and to take testimony.

Judicial powers.

Have power to subpoena and require the attendance in this state of witnesses and the production thereby of books and papers pertinent to the investigation and inquiries hereby authorized, and to examine them and such public records as it shall require in relation to any matter which it has authority to investigate. In the discretion of the commission, fees may be allowed to witnesses, and on their certificate, duly audited, shall be paid by the state treasurer, for attendance and traveling as provided in section 4067 of the statutes of 1898. officers in the civil service, and their deputies, clerks, subordinates and employees, shall attend and testify when requested to do so by said commission. disobedience thereto, or neglect of any subpoena issued by the said commissioners, or any one of them,

or their secretary or chief examiner, to any person, or the refusal of any witness to testify to any matter regarding which he may lawfully be interrogated, shall be held a contempt of court, and it shall be the duty of the circuit court of any county, or of the judge thereof, on application of the commission, or any commissioner, to compel the obedience by attachment proceedings for contempt, as in the case of disobedience of the requirements of a subpoena issued from such court, or a refusal to testify therein.

Make a biennial report to the governor Blennial on or before the first day of December in each even report. numbered year, showing its own actions, and rules and regulations and all the exceptions thereto in force, and the practical effects thereof, and any suggestions it may approve for the more effectual accomplishment of the purposes of this act. It shall also give the names and separate compensation of all persons employed by the commission during the preceding year and the purposes of such employment. Such report shall be immediately printed for public distribution, and shall be transmitted to the legislature when next convened.

UNCLASSIFIED SERVICE.

SECTION 8. The civil service shall be divided into the unclassified service and the classified service. The unclassified service shall comprise: All officers elected by the people. All officers and emplovees appointed by the governor whether subject to confirmation or not. All officers and employees in any department for the creation of which a vote of two thirds of all the members elected to each house is required. All presidents, deans, principrofessors, instructors, scientific staff and other teachers in the university, normal or public schools, the library staff in any library maintained wholly or in part at state expense, the superinten-Int, warden or other head of the state reformatory, charitable and penal institutions. All persons ap-

pointed by name in any statute. All legislative officers. The classified service shall comprise all positions not included in the unclassified service.

POWERS AND DUTIES OF COMMISSION TO MAKE CLASSIFICATION.

Section 9. Within six months after the passage of this act and the appointment of the civil service commissioners as herein provided, the commission shall put into effect rules for the classification of the offices, places and employments now or hereafter created in the classified service of this state. Within the same time the commission shall also make rules and regulations providing for examinations for positions in the classified service of the state, appointments to, removals from, and promotions and reductions therein, and for such other matters as are necessary to carry out the purposes of this act. Due notice of the contents of such rules and regulations and of any modifications thereof shall be given by mail in due season to appointing officers affected thereby, and said rules, regulations and modifications shall also be printed for public distribution. All original appointments to the competitive and non-competitive classes and the labor class of the classified service shall be for a probationary period of one, two or three months in the discretion of the appointing officer, but dismissal for cause may be made during such period. If at the close of this probationary term the conduct or capacity of the probationer has not been satisfactory to the appointing officer, the probationer shall be notified in writing that he will not receive absolute appointment; otherwise his retention in the service shall be equivalent to his final and absolute appointment. commission shall require of all officers or employees at present in the civil service falling within the provisions of this law, as well as of all persons appointed after the passage of this act and before the rules shall take effect, except officers or employees of the

Probationary period.

Non-competitive examination of original incumbents.

several state reformatory, charitable and penal institutions, a non-competitive examination as a condition of continuing in the service longer than six months after the adoption of the rules provided for in this section. Reasonable notice of examinations shall be given to such officers and employees.

All examinations for positions in Section 10. the classified service shall be practical in character, and shall relate to those matters which will fairly test the capacity and fitness of the persons examined to discharge the duties of the office or employment sought by them, giving due allowance for experience in the same or similar positions. The competitive examinations shall be free and open to all applicants who are citizens of the United States and of the state of Wisconsin, and who shall have fulfilled the preliminary requirements stated in section 11 of this act and shall be held at such times and places as shall, in the judgment of the commission, most nearly meet the convenience of applicants and the needs of the service. Examinations of a technical or special character, or where requirements are peculiarly within the knowledge of the office, institution or department in which appointment is to be made, shall be proposed by the incumbent of such office or head of such institution or department, or by persons having knowledge and experience in the same or similar employments. It is the declared policy of the state that under the operation of this act there shall be a fair distribution throughout the state of persons accepted for the classified service. and to that end examinations shall be held simultaneously at at least one convenient point in each county of the state but the commission may require cardidates who have satisfied the preliminary and written requirements, to undergo a supplementary examination in cases where tests for manual skill or use of instruments in constructive work may be necessary, at one or more designated places in the (As amended June 19, 1907.)

EXAMINATIONS.

Section 10. All examinations for positions in the classified service shall be practical in character, and shall relate to those matters which will fairly test the capacity and fitness of the persons examined to discharge the duties of the office or employment sought by them, giving due allowance for experience in the same or similar positions The competitive examinations shall be free and open to all applicants who are citizens of the United States and of the state of Wisconsin and who have fulfilled the preliminary requirements stated in section 11 of this act, and shall be held at such times, and places as shall, in the judgment of the commission, most nearly meet the convenience of applicants and the needs of the service. Examinations of a technical or special character, or where requirements are peculiarly within the knowledge of the office, institution or department in which appointment is to be made, shall be proposed by the incumbent of such office or head of such institution or department, or by persons having knowledge and experience in the same or similar employments. It is the declared policy of the state that under the operation of this act there shall be a fair distribution throughout the state of persons accepted for the classified service. and to that end examinations shall be held simultaneously at a convenient point in each of the assembly districts in the state, and in the case of assembly districts embracing more than one county, at each of the county seats therein.

APPLICATIONS.

Section 11. The civil service commission shall require persons applying for admission to any examination provided for under this act, or under the rules and regulations of the said commission, to file in its office a reasonable time prior to the proposed examination a formal application, in which the applicant shall state under oath or affirmation:

1. His full name, residence and post office address.

- 2. His nationality, age, and the place and date of his birth.
- 3. His health and his physical capacity for public service.
- 4. His business and employments and residences for at least the five previous years.
- 5. Such other information as may reasonably be required touching the applicant's merit and fitness for the public service.

Blank forms for such applications shall be furnished by the commission without charge to all persons requesting the same. The commission may require in connection with such application such certificates of citizens, physicians or others having knowledge of the applicant as the good of the service may require. The commission may refuse to examine the applicant, or after examination to certify an eligible, who is found to lack any of the preliminary requirements established by the commission for the examination for the position or employment for which he applies, or who is physically so disabled as to be rendered unfit for the performance of the duties of the position to which he seeks appointment, or who is addicted to the habitual use of intoxicating liquors to excess, or has been guilty of any crime or of infamous or notoriously disgraceful conduct, or who has been dismissed from the public service for delinquency or misconduct, or who has made a false statement of any material fact, or practiced, or attempted to practice, any deception or fraud in his 13-C. S.

What applications may be rejected.

application, in his certificate, in his examination, or in securing his eligibility or appointment or refuses to furnish testimony as required in section 7 of this act. Applicants for positions in the recognized mechanical trades must have had practical experience for such periods as the commission may prescribe. Whenever the said commission refuses to Appli examine an applicant or after an examination to chani certify an eligible, as provided in this section, then said commission, if requested by the person so rejected, shall give to him a full and explicit statement of the exact cause of such refusal to examine or to certify as the case may be. When any position to be filled involves fiduciary responsibility, the appointing officer, where otherwise permitted by law, may require the appointee to furnish bond or other security, and shall notify the commission of the amount and other details thereof; provided, however, that any surety company, the bonds of which are accepted by a judge of any court of record in this state, shall be a sufficient security on any such bond.

DIVISIONS OF CLASSIFIED SERVICE.

Section 12. The offices, positions and employments in the classified service of the state shall be arranged by the civil service commission in five classes to be designated as the exempt class, the competitive class, the non-competitive class, the labor class and legislative employees.

CLASSIFICATION IN PENAL AND CHARITABLE INSTI-TUTIONS.

SECTION 13. The superintendents or heads of the several state reformatory, charitable and penal institutions shall, within thirty days, arrange all positions connected with their respective institutions, into classified lists, conforming as near as may be to the spirit and purpose of this act, and such classifications, when approved by the state board of con-

trol, shall be adopted by the commission as the classifications in such respective institutions, and adequate eligible lists shall be made up and so far as possible at all times kept by the commission from which appointments shall be made in such institutions. the provisions of this act with reference to removals, suspensions, discharges, reductions in pay or position, transfers and reinstatements shall not be applicable in such cases, except that they shall be made for just cause, which shall be neither religious nor In such institutions emergency appointpolitical. ments and appointments when no suitable person is on an eligible list may be made otherwise than from And such persons when so appointed shall have the same rights as though taken from an eligible list, except that they may be subjected to such test as to merit and fitness as shall be prescribed by the commission.

ntements.

nergency
appoint-

EXEMPT CLASS.

SECTION 14. The following positions shall be included in the exempt class:

1. One deputy or assistant of each principal executive officer and the chief clerk or secretary of any board or commission.

2. One stenographer for each appointing officer, board or commission.

3. The clerks and other assistants and employees of the supreme court.

4. In addition to the above there may be included in the exempt class all other offices or positions, except laborers, for the filling of which competitive ornon-competitive examinations shall be found by the civil service commission to be impracticable on account of the temporary character of the employment or for special reasons satisfactory to the commission. But no office or position shall be deemed to be in the exempt class unless it is specifically named in such class in the rules, and the reasons for such exemptions shall be stated separately in the reports of

the said commission. Not more than one appointment shall be made to or under the title of any such office or position unless a different number is specifically mentioned in the rules. No office or position shall be classified by the commission in the exempt class except after public hearing by the commission or any member or the chief examiner thereof. Suitable public notice of such hearings shall be given by the said commission. At any such hearing any taxpayer of this state shall have the right to be heard, either in person or by counsel, either in opposition to or in favor of the proposed exemption. Appointments in the exempt class may be made without examination.

COMPETITIVE CLASS.

Section 15. The competitive class shall include all positions for which it is practicable to determine the merit and fitness of applicants by competitive examinations, and shall include : Il positions and employments now existing or hereafter created, of whatever functions, designations or compensation, in each and every branch of the classified service, except such positions as are in the exempt class, the non-competitive class, or the labor class. Appoint-Appointments shall be made to or employment shall be ments. given in all positions in the competitive class that are not filled by promotion, reinstatement, transfer or reduction under the provisions of this act and the rules made in pursuance thereof, by appointment from among those certified to the appointing officer in accordance with the provisions of section 16 of this act. The term of eligibility of an applicant shall be fixed for each list by the civil service commission at not less than one nor more than three years. Appointments shall be made from the elig-Term of elible list most nearly appropriate, and a new and separate list shall be created for a stated position only when there is no appropriate list existing from which appointment may be made. No person shall be appointed or employed under any title not appro-

priate to the duties performed, and no person shall be transferred to, or assigned to perform the duties of, any position subject to a competitive examination, unless he shall have previously passed an open competitive examination equivalent to that required for such position.

APPOINTMENTS IN COMPETITIVE CLASS.

Section 16. Notice shall be given in writing by the appointing officer to the civil service commission

Notice of va- of the existence of any vacancy or vacancies in any cancy. office or employment in the competitive class under

Certification the receipt of such notice the commission shall cer-

the provisions of this act, and within ten days after

tify from the register of eligibles appropriate for the group in which the position to be filled is classified, the three names at the head thercof which have not been certified three times to the department or office in which the vacancy exists. Whenever eligibles are certified, they must always be those candidates who have been graded highest in an examination held in pursuance of this act and the rules made in accordance therewith, except that where practicable, other conditions being equal, the rules shall provide for a preference in favor of veterans of the late civil In every case after a name has been certified

the register.

when elist three times, it may be dropped from the list by the dropped from commission, but certificates for temporary appointment shall not be counted as one of such certifica-It shall be the duty of the appointing officer to appoint on probation with sole reference to merit and fitness one of the said candidates whose name shall have been certified in the manner above set forth to fill such vacancy then existing in the office or employment aforesaid; unless objection shall be made and sustained by the commission to one or more of the pursons certified for any of the reasons stated in section 11 of this act; provided, however, that the provisions of this section may be altered by the commission when the office or employment coince

within those where by section 17 of this act competitive examinations are not required. The commision shall make rules for the procedure in such cases.

TEMPORARY AND EXCEPTIONAL APPOINTMENTS.

Section 17. Positions in the competitive class may be filled without competition only as follows:

1. Whenever there are urgent reasons for filling a vacancy in any position in the competitive class and the commission is unable to certify to the appointing Non-compet officer upon requisition by the latter a list of persons tive examineligible for appointment after a competitive examination in case eligible for appointment after a competitive examination in case of the case ation, the appointing officer may nominate a person eligible list to the commission for non-competitive examination, and if such nominee shall be certified by the said Provisional commission as qualified after such non-competitive appointmen examination, he may be appointed provisionally to fill such vacancy until a selection and appointment can be made after competitive examination, but such provisional appointment shall not continue for a longer period than two months, nor shall successive temporary appointments be made to the same position under this provision. In case of an emergency an appointment may be made without regard to the rules of this statute, but in no case to continue Emergency longer than ten days, and in no case shall successive ments. emergency appointments be made.

2. In case of vacancy in a position in the competitive class where peculiar and exceptional qualificaions of a scientific, professional, or educational character are required, and upon satisfactory evidence that for specified reasons competition in such special case is impracticable, and that the position can best be filled by the selection of some designated person of high and recognized attainments in such qualities, the commission may suspend the provisions of the statute requiring competition in such case, but no suspension shall be general in its application to such place, and all such cases of suspension shall be reported in the annual report of the commission with the reasons for the same.

3. Where the services to be rendered by an appointee are for a temporary period not to exceed one month, and the need of such service is important and urgent, the appointing officer may select for such temporary service any person on the proper list of those eligible for the permanent appointment without regard to his standing on such list. cessive temporary appointments to the same position shall not be made under this provision. ceptance or refusal by an eligible of a temporary appointment shall not affect his standing on the register for permanent employment, nor shall the period of temporary service be counted as a part of the probationary service in case of subsequent appointment to a permanent position.

PROMOTIONS.

Section 18. Vacancies in positions in the com-

petitive class shall be filled, so far as practicable, by promotions from among persons holding positions in a lower grade in the department, office, or institution in which the vacancy exists, under rules and regulations made and enforced by the civil service commission. Promotions shall be based upon merit and fitness to be ascertained by examinations to be provided by the commission and upon the superior qualifications of the person promoted as shown by his previous service, due weight being given to seniority and xperience. The commission may prescribe forms and rules for reports to be made by the officers on ef proper officer on the efficiency of their subordinates mbordinates and employees. For the purposes of this section an increase in the salary or other compensation of any person holding an office or position within the scope of the rules in force hereunder, beyond the limit fixed for the grade in which such office or position is classified, shall be deemed a promotion. No pro-Original en-trance quali motion shall be made to a position in the competitive class from a position in another class, except that persons holding positions in the labor class may be

Reports of appointing.

mired.

promoted to positions in the lowest grade of the competitive class upon examination as provided above, when such examination is specifically authorized by the commission. No person shall be promoted to a position for original entrance to which there is required by this act or the rules adopted pursuant thereto, an examination involving essential tests or qualifications different from or higher than those required for original entrance to the positions held by such persons, except as provided above.

TRANSFERS. REINSTATEMENTS.

SECTION 19. No transfer or reinstatement shall be made for a position in one class to a position in another class unless the same be specifically author- Transi ized by the civil service commission. Section 18 and the rules adopted thereunder shall be read with this section and the rules adopted hereunder, and where the transfer involves a promotion the requirements of the promotion rule and regulation shall be No transfer shall be authorized by the civil service commission of any person holding a position in the exempt class or in the non-competitive class or the labor class, to a position in the competitive class unless the person seeking to be transferred shall have served at least three years in the position from the which he desires transfer, and unless the position to which he desires transfer is similar in the duties to be performed to the position from which he desires transfer. No such transfer shall be authorized unless the person so wishing to be transferred has attained a place upon the appropriate eligible list in force at the time the request for the transfer is made. Any person who has held a position by Reinsta appointment under the civil service rules and who ments. has been separated from the service without any delinquency or misconduct on his part but owing to reasons of economy or otherwise, may be reinstated within one year from the date of such separation to the same or similar position in the same department, provided, that for the original entrance to the posi-

Onalifica.

tion proposed to be filled by such reinstatement there is not required in the opinion of the civil service commission examination involving essential tests or qualifications different from or higher than those involved in the examination for the original entrance to the position formerly held by the person proposed to be reinstated.

NON-COMPETITIVE CLASS.

Section 20. The non-competitive class shall include such positions as are not in the exempt class or the labor class, and which it is impracticable to include in the competitive class. Appointments to positions in the non-competitive class shall be made after such non-competitive examination as is prescribed by the rules of the commission. The commission shall state in its annual report the number of persons who come within this class, and the character of their services.

LABOR CLASS.

Section 21. The labor class shall include ordinary unskilled laborers. Vacancies in the labor class shall be filled by appointment from lists of applicants registered in their respective localities by the civil service commission according to rules and regulations determined by said commission except in cases of temporary employment. There may be separate lists of applicants for different kinds of labor or employments and the commission may establish separate labor lists for various localities, institutions and departments. Where the labor service of any i. stitution or department extends to separate localities the commission may provide separate registration lists for each district or locality. The commission shall require an applicant for registration translation for the labor service before he can be registered to furnish such evidence or to pass such examination as they may deem proper with respect to his age. residence, physical condition, ability to labor, sobriety, industry, capacity and experience in the employment for which he applies.

REMOVALS, SUSPENSIONS AND REDUCTIONS.

Section 22. No subordinate or employee in the competitive class, non-competitive class, or the labor class of the civil service of the state, who shall have been appointed under the provisions of this act or the rules made pursuant thereto, shall be removed, suspended for more than fifteen days, discharged, or reduced in pay or position, except for just cause, which shall not be religious or political. In all cases of removal the appointing officer shall, at the time of such action, furnish to the subordinate his reasons for the same and allow him a reasonable time in which to make an explanation. The reasons for removal and the answer thereto shall be filed in writing with the commission.

ROSTER OF CLASSIFIED SERVICE.

Section 23. No person shall be appointed to or employed in any position in the classified service for which rules have been prescribed pursuant to the provisions of this act, until he has passed an examination or is shown to be specially exempted from such examination in conformity with the provisions of pointing officers to this act and of the rules made pursuant thereto. It officers to shall be the duty of each appointing officer of this sion. state to report to the civil service commission forthwith in writing upon such appointment or employment, the name of such appointee, or employee, the title and character of his office or employment, whether on probation or absolute appointment, the date of commencement of service by virtue thereof, and the salary or compensation thereof, and to report from time to time, and, upon the date of the official action, in, or knowledge of each case, any separation of a person from the service or any promotion, reduction, transfer, reinstatement, or other change therein, and such other information as the civil service commission may require in order to keep the roster hereinafter mentioned. The civil service Roster, commission shall keep in its office an official roster of

the classified civil service of this state and shall enter thereon the name of each and every person who has been appointed to, employed, promoted, reduced or reinstated in any position in such service, upon such evidence as it may require or deem satisfactory that such person was appointed to, employed, promoted, reduced, or reinstated in the service in conformity with the provisions of this act and the rules adopted pursuant thereto. This roster shall be open to public inspection at all reasonable hours. roster shall show in connection with each name the date of appointment, employment, promo icn, reduction or reinstatement, the compensation of the position, the title of the position, and the nature of the duties thereof, and the date and cause of any termination of such office or employment. The commission shall have access to all public records and papers, the examination of which will aid in the discharge of its duty in connection with said roster.

'ablicity.

CERTIFICATION OF PAY-ROLLS.

Restrictions ressurer.

Section 24. It shall be unlawful for the secretary of state, or other fiscal officer of this state to draw, sign, or issue, or to authorize the drawing, of secretary unaw, sign, or issuing of any warrant on the treasurer or other disbursing officer of the state, or for the treasurer or other disbursing officer of the state to pay any salary or compensation to any officer, clerk, employee, or other person in the classified service of the state, unless an estimate, payroll or account for such salary or compensation containing the names of every person to be paid, shall bear the certificate of the civil service commission that the persons named in such estimate, pay-roll, or account have been appointed, employed, reinstate l or promoted in pursuance of this act. Any officer, clerk, employee, or other person entitled to be certified by said commission to the secretary of state or other fiscal or disbursing officer of the state, as having been appointed or employed in pursuance of law and of the rules made in pursuance of law, and refused such certifi-

Yandamne walke]

cate, may maintain a proceeding by mandamus to compel such commission to issue such certificate. Any sums paid contrary to the provision of this section may be recovered from any officer or officers making such appointments in contravention of the provisions of law or of the rules made in pursuance of law or from any officer signing or countersigning or authorizing the signing or countersigining of any warrant for the payment of the same or from the sureties on the official bond of any of said officers, in an action in the circuit court of any county within the state, maintained by the civil service commission or of any member thereof, or by a citizen resident therein, who is assessed for, and liable to pay, or within one year before the commencement of the action has paid, a state, city, or county tax within this state. All moneys recovered in any action brought under this section must, when collected be Action paid into the treasury of the state or of the proper cover full pay of sale of the proper cover full pay of sale plaintiff in any such action shall be entitled to receive for his own use the taxable costs of such action and five per cent of the amount recovered as attorney's fees.

RECOMMENDATIONS.

No recommendation for any person SECTION 25. who shall apply for office or place, or for examination or registration under the provisions of this act, or of the rules established pursuant thereto, except as to character, and, in the case of former employees, as to ability, shall be given to, or considered by any person concerned in making any examination, registration, appointment, promotion, or reinstatement under this act, and the rules made pursuant thereto. No recommendation whatsoever shall relate to the political or religious opinions of any applicant. No recommendation for the promotion of any person in the classified service shall be considered by any officer concerned in making promotions except it be made by the officer or officers under whose super-

vision or control such employee is serving. Any recommendations made contrary to the provisions of this section with the knowledge and consent of the applicant or employee shall be sufficient cause for refusing his application or appointment, or for debarring him from the promotion proposed, and a repetition of the offense shall be sufficient cause for removing him from the service.

POLITICAL AND RELIGIOUS AFFILIATIONS.

SECTION 26. No question in any form of application or in any examination shall be so framed as to elicit information concerning the political or religious opinions or affiliations of any applicant, nor shall any inquiry be made concerning such opinions or affiliations and all disclosures thereof shall be discountenanced. No discriminations shall be exercised, threatened, or promised, by any person in the civil service against or in favor of any applicant, eligible, or employee in the classified service because of his political or religious opinions or affiliations.

MISDEMEANOR TO OBSTRUCT RIGHT OF EXAMINATION.

Section 27. Any commissioner, or examiner, or any other person who shall willfully by himself or in co-operation with one or more persons, defeat, deceive or obstruct any person in respect of his or her right of examination or registration, according to this act, or to any rules or regulations prescribed pursuant thereto, or who shall willfully or corruptly, falsely mark, grade, estimate or report upon the examination or proper standing of any person examined, registered or certified, pursuant to the provisions of this act, or aid in so doing, or who shall willfully or corruptly make any false representations concerning the same, or concerning the person examined, or who shall willfully or corruptly furnish any person any special or servet information for the purpose of either improving or injuring the prospects or chances of any persons so examined, registered or

False mpre-

certified, being appointed, employed or promoted, or who shall personate any other person, or permit or aid in any manner any other person to personate him or her, in connection with any examination, or registration or application or request to be examined or False perregistered, shall for each offense be deemed guilty of examination a misdemeanor.

POLITICAL ASSESSMENTS.

Section 28. No officer, agent, clerk or employee under the government of the state shall, directly or indirectly solicit or receive, or be in any manner concerned in soliciting or receiving, any assessment, subscription or contribution, or political service, whether voluntary or involuntary, for any political purpose whatever, from any officer, agent, clerk or employe of the state. Every said officer, agent, clerk or employee who may have charge or control in any building, office, or room occupied for any purpose of said government is hereby authorized to prohibit the entry of any person, and he shall not permit any person to enter the same for the purpose of therein making, collecting, receiving or giving notice, of any political assessment, subscription or contribution, and no person shall enter, or remain in any said office, building, or room, or send or direct any letter or other notice thereto, for the purpose of giving notice of, demanding, or collecting a political assessment, subscription or contribution, nor shall any person therein give notice of, demand, collect or receive, any such assessment, subscription or contribution. Any person who shall be guilty of violating or. any provision of this section shall be guilty of a misdemeanor.

OFFICIAL INFLUENCE.

Section 29. Whoever, while holding any public office, or in nomination for, or while seeking a nomination or appointment for, any public office, shall use or promise to use, whether directly or indirectly.

sessed or merely anticipated) in the way of conferring upon any person, or in order to secure or aid any person in securing any office or public employment or public contract or any nomination, confirmation, promotion, or increase in salary, upon a consideration or condition that the vote or political influ-

any official authority or influence (whether then pos-

fuence deemed bribery.

ence or action of the last named person or any other, Corrupt use shall be given or used in behalf of any candidate, officer or party, or upon any other corrupt condition or consideration, shall be deemed guilty of bribery, or an attempt at bribery as the case may be. whoever, being a public officer or having or claiming to have, authority or influence for or affecting the nomination, public employment, confirmation, promotion, removal, increase or decrease of salary, or position of any public officer, shall use, or promise or threaten to use, any such authority or influence, directly or indirectly, in order to coerce or persuade the vote or political action of any citizen, or the removal, discharge or promotion of any officer or public employee, or upon any other corrupt consideration, shall also be guilty of bribery or of an attempt at bribery as the case may be. Every person found guilty of such bribery or of an attempt to commit the same as aforesaid, shall, upon conviction thereof, be liable to be punished by a fine of not less than one hundred dollars nor more than three thousand dollars, or to be imprisoned not less than ten days nor more than two years, or to both said fine and imprisonment in the discretion of the court. The phrase Fiblic of "public officer" shall be held to include all public officials in this state, whether paid directly or indi-

Penalty.

Patitic emdejende.

rectly from the public treasury of the state, or by fees or otherwise, and the phrase "public employee" shall be held to include every person not being an officer who is paid from said treasury of the state.

VIOLATION OF RULES A MISDEMEANOR.

SECTION 30. Whoever, after a rule has been duly established and published, according to the provisions of this act, makes an appointment to office or selects a person for employment contrary to the provisions of such rule, or wilfully refuses or neglects otherwise to comply with, or to conform to, the provisions of this act, or violates any of such provisions shall be deemed guilty of a misdemeanor. If any person shall be convicted under this section, any public office which such person may hold shall by force of such conviction be rendered vacant, and such person shall be incapable of holding office for the period of five years from the date of such conviction.

PENALTIES FOR MISDEMEANORS UNDER THIS ACT.

SECTION 31. Misdemeanors under the provisions of this act shall be punishable by a fine of not less than fifty dollars nor more than one thousand dollars, or by imprisonment for a term not exceeding two years or by both such fine and imprisonment in the discretion of the court.

TAX PAYERS' RIGHT OF ACTION.

Section 32. The right of any tax payer to bring an action to restrain the payment of compensation to any person appointed to or holding any office or place of employment in violation of the provisions of this act, shall not be limited or denied by reason of the fact that said office, or place of employment shall have been classified, as, or determined to be, not subject to competitive examination; provided, however, that any judgment or injunction granted or made in any such action shall be prospective only, and shall not affect payments already made or due to such persons by the proper disbursing officers, in accordance with the civil service rules in force at the times of such payments.

REPEALS.

SECTION 33. All acts and parts of acts inconsistent with this act are hereby repealed.

ENABLING CLAUSE.

SECTION 34. This act shall take effect and be in force from and after its passage and publication. Approved June 14, 1965.



PART VI.

Rules and Regulations of the Civil Service Commission.

THE CIVIL SERVICE RULES.

In accordance with the provisions of chapter 363, of the laws of 1905, the following rules have been prepared for the regulation of the classified civil service of the state of Wisconsin:

Note: Inasmuch as the law is very comprehensive and detailed in its provisions, it has been found necessary for the guidance of the reader to reprint many of its more specific provisions in connection with the rules under the heading to which they refer. The rules prepared by the Commission are numbered. The provisions of the law are designated by letters of the alphabet.

CLASSIFICATION.

RULE I.

a. The civil service shall be divided into the unclassified service and the classified service. (From section 8.)

b. The unclassified service shall comprise: All officers elected by the people. All officers and employees appointed by the governor whether subject to confirmation or not. All officers and employees in any department for the creation of which a vote of two-thirds of all the members elected to each house is required. All presidents, deans, principals, professors, instructors, scientific staff and other teachers in the University, normal or public schools, the library staff in any library maintained wholly or in part at state expense, the superintendent, warden or other head of the state reformatory, charitable and penal institutions. All persons appointed by name in any statute. All legislative officers. (From section 8.)

c. The classified service shall comprise all positions not included in the unclassified service. (From section 8.)

d. The offices, positions and employments in the classified service of the state shall be arranged by the civil service commission in five classes to be designated as the exempt class, the competitive class, the non-competitive class, the labor class and legislative employees. (From section 12.)

CLASSIFIED SERVICE.

RULE II.

Exempt Class.

- a. Appointments in the exempt class may be made without examination. (From section 14.)
 - b. The following positions shall be included in the exempt class:

One deputy or assistant of each principal executive officer and the chief clerk or secretary of any board or commission.

ï

One stenographer for each appointing officer, board or commission. The clerks and other assistants and employees of the supreme court. (From section 14.)

- 1. The commission may classify as exempt any position in the competitive or non-competitive classes for reasons stated in section 14 of the law. A public hearing shall be granted for placing any such position in the exempt class upon the formal request of the proper appointing officer.
- 2. Notice of such hearings shall be published at least ten days in advance in one issue of at least one daily newspaper in each of the four largest cities in the state and posted on the bulletin board in the office of the commission for the same period prior to a public hearing.
- c. At any such hearing any tax-payer of this state shall have the right to be heard, either in person or by counsel, either in opposition to or in favor of the proposed exemption. (From section 14.)

SECTION 3. In accordance with the provisions of Section 14. the following positions are placed in the exempt class:

In the office of the State Board of Assessment:

All persons appointed to act as special assessors and special members of boards of review under chapter 259, laws of 1905, and all persons appointed to act as assistants or special assistants for the review and redetermination of the property in a county on appeal from the action of the county board under chapter 474, laws of 1905. This rule does not apply to special agents.

(Re-adopted and amended April 17, 1907.)

In the State University:

The registrar of the University, one position.

(Classified Mch. 23, 1906.)

Bona fide students employed in the University for a temporary, occasional or intermittent service at a compensation of not to exceed \$25.00 during any month while the University is in session or of \$40.00 during vacation time.

(Classified Sept. 12, 1906.)

:-

The Civil Scrvice Rules.

In State Normal Schools:

Bona fide students employed in the state normal schools for occasional, temporary or intermittent service at a compensation of not to exceed \$15.00 for any one month during the school year or of \$30.00 for any one month during vacation periods, are hereby placed in the exempt class.

(Classified Sept. 12, 1906.)

In the office of the State Superintendent of Public Instruction:
All members of the Board of Examiners for state teachers' certificates, three positions.

(Classified Mch. 23, 1906.)

In the employment of the State Civil Service Commission:

The position of local examiner for the Civil Service Commission, where the compensation does not exceed \$50 per annum.

(Classified August 10, 1907.)

In the State Geological and Natural History Survey:
All members of the scientific staff.

(Classified Mch. 23, 1906.)

In the State Penal and Charitable Institutions:
The Chaplain.

(Classified Mch. 23, 1906.)

In the department of the State Dairy and Food Commission:

Special counsel as provided for in Section 1410-a, Statutes of 1898, as amended by Chapter 193, Laws of 1905, and expert agents for the inspection of cheese factories and creameries, when no cost for compensation or traveling expenses shall thereby be incurred by the dairy and food commissioner.

(Classified March 23, 1906.)

RULE III.

Competitive Class.

- a. The competitive class shall include all positions for which it is practicable to determine the merit and fitness of applicants by competitive examinations, and shall include all positions and employments now existing or hereafter created, of whatever functions, designations or compensation, in each and every branch of the classified service, except such positions as are in the exempt class, the non-competitive class, or the labor class. (From section 15.)
- 1. All positions in the competitive class shall be arranged in accordance with the following classification:

GROUPS BASED UPON THE CHARACTER OF THE SERVICE RENDERED.

- Group A. Clerks, which term shall include all positions, the duties of which are of a clerical character, and which are not otherwise specifically provided for herein.
 - Subdivision 1. Secretaries, chief clerks.
 - 2. Clerks, recorders, registers, copyists.
 - 3. Clerks with special educational requirements.
 - 4. Bookkeepers, accountants.
 - 5. Stenographers and typewriters.
 - 6. Pages, office boys and girls.
- Group B. Cashiers, which term shall include all positions, the duties of which are the actual receipt, custody or disbursement of money or the enforcement of the accountability for the same.
- Group C. Custodians and messengers, which term shall include all positions the duties of which are the charge of property or persons, or as attendants.

- Subdivision 1. Stewards who are not disbursing agents, superintendents of buildings.
 - 2. Matrons.
 - 3. Storekeepers.
 - 4. Prison and reformatory keepers and guards.
 - Officers, attendants, nurses, etc., having care of inmates of institutions and hospitals.
 - 6. Protectors of forest fisheries and game.
 - 7. Messengers, attendants and watchmen.
 - 8. Janitors.
- Group D. Engineers, which term shall include all positions where qualifications of an engineering or cognate character are required.
 - Subdivision 1. Civil engineers.
 - 2. Levelers, surveyors, rodmen.
 - 3. Chainmen.
 - 4. Architects.
 - 5. Architectural draftsmen.
 - 6. Engineering draftsmen.
 - 7. Chief engineers.
 - 8. Electrical engineers, dynamo tenders, electricians.
 - 9. Steam engineers, firemen, engine drivers.
- Group E. Inspectors, which term shall include all positions the duties of which are the inspection of materials or workmanship or the supervision of laborers.
 - Subdivision 1. Superintendents of construction or repairs when not civil engineers or architects..
 - 2. Inspectors of masonry, iron work and other materials and workmanship.
 - 3. Electrical inspectors.
 - 4. Overseers, foremen.

- Group F. Special agents, which term shall include all positions requiring investigative and detective ability.
 - Subdivision 1. Examiners for the insurance department.
 - 2. Examiners for state officers, boards and commissions.
 - 3. Deputy factory inspectors.
 - 4. Inspectors of foods.
 - 5. Inspectors in the educational department..
 - 6. Agents for state institutions.
 - 7. Oil inspectors.
- Group G. Law positions, which term shall include all positions requiring some legal knowledge.
 - Subdivision 1. Law clerks, brief clerks, statutory revision clerks, clerks in other offices whose duties require some legal knowledge.
 - 2. Corporation examiners and clerks.
- Group H. Medical positions, which term shall include all positions requiring medical or pharmaceutic knowledge.
 - Subdivision 1. Physicians, surgeons.
 - 2. Medical examiners.
 - 3. Medical internes.
 - 4. Health officers.
 - 5. Sanitary experts and inspectors.
 - 6. Pharmacists, apothecaries.
 - 7. Veterinarians.
- Group I. Mathematicians, which term shall include all positions requiring special mathematical qualifications.
 - Subdivision 1. Actuaries, statisticians, computers.
 - 2. Expert accountants.
- Group J. Scientists, which term shall include all positions requiring special scientific knowledge.

- Group K. Agriculturists, which term shall include all positions requiring agricultural or horticultural knowledge, including arboriculture and the breeding and care of domestic animals.
 - Subdivision 1. Agriculturists, farmers.
 - 2. Horticulturists, gardeners, arboriculturists.
- Group L. Instructors, which term shall include all positions, the duties of which are scholastic instruction or to educate or test the ability to instruct.
 - Subdivision 1. Principals of schools.
 - 2. Teachers in all branches, other than such as are otherwise specially provided for in this classification.
 - 3. Examiners of educational and scholastic qualifications.
- Group M. Mechanics and craftsmen, which term shall include all positions requiring special mechanical skill, or as tradesmen, not classed as laborers.
- Group N. Miscellaneous positions, which term shall include all positions requiring expert or other qualifications not embraced in the exempt or non-competitive classes, or in other groups in this class.
- Group O. Unskilled laborers.

CLASSIFICATION IN PENAL AND CHARITABLE INSTITUTIONS.

2. Classification of service in the state reformatory, charitable and penal institutions, as arranged by the superintendents or heads of the several state institutions, and approved by the State Board of Control.

Competitive.

Supervisor of attendants.

s.

Chief Clerk..

Engineer.
Assistant engineer.

Head-farmer. Head-gardener.

Fireman.

Head-carpenter.

Druggist.
Attendants.

 ${\bf Head\text{-}mason.}$

Bookkeeper.

Head-tailor. Head-shoemaker.

Storekeeper.

Head-cook.

Guards.

Foreman of shop.

Institutional physician.

Teachers.

Non-competitive.

Steward.

Deputy warden.

Assistant steward.

Chaplain.

Matron.

State agents.

Family matron.

Physicians not residing in insti-

Supervisor of boys and girls.

tutions.

Assistant superintendent.

Labor.

Launderer

Baker.

Barnman.

All common laborers, such as:

Teamster.

Farmers.

Servant.

Gardeners.

Seamstress. Kitchen girl.

Carpenters.
Masons.

Watchman.

Tailors.

Barber.

Shoemakers.

Butcher.

Cooks, etc.

Painter.

3. The omission in the above classification of any official designation or appellation of a position in the service shall not exclude such position from the classification, as it will be com-

prised in the group and subdivision to which it belongs by the general definition and specifications of such group and subdivision.

- 4. The commission may further subdivide for the purpose of examination and promotion the positions in any group or subdivision thereof.
- 5. The classification of all positions shall be governed solely by the respective duties and functions of such positions, and in requesting from the commission certifications from eligible lists for selection for appointment, the heads of offices shall give in detail the duties attached to such positions, and shall name so near as may be the groups and subdivisions that comprise respectively such duties and functions.

RULE IV.

Non-competitive Class.

- a. The non-competitive class shall include such positions as are not in the exempt class or in the labor class, and which it is impracticable to include in the competitive class. (From section 20.)
 b. Appointments to positions in the non-competitive class shall be
- b. Appointments to positions in the non-competitive class shall be made after such non-competitive examination as is prescribed by the rules of the commission. The commission shall state in its annual report the number of persons who come within this class, and the character of their service. (From section 20.)
- 1. Non-competitive examinations for positions in the non-competitive class shall be given to persons formally nominated for examination to the commission by the proper appointing officer.
- 2. Applicants for non-competitive examinations shall fill out and make oath to the proper application paper, and may file such papers at any time before undergoing an examination.
- 3. The non-competitive examination shall conform as nearly as practicable in subject matter and marking to the competitive examination of the same grade.

SECTION 4. In accordance with the provisions of Section 20, the following positions are placed in the non-competitive class:

In the Office of the Railroad Commission:

All consulting railway expert stastisticians rendering occasional service to the Commission.

(Classified May 24, 1906.)

The position of special Agent, one position.

(Classified Sept. 18, 1907.)

In the Department of the State Treasury Agent:

All deputy treasury agents whose compensation, as shown by the record of the previous year, is less than \$300..

(Classified May 24, 1906.)

In the Department of the State Forester:

The position of Assistant State Forester is hereby placed in the non-competitive class until April 19, 1908, after which time the position shall be filled by competitive examination whenever a vacancy in the position shall occur.

(Classified April 19, 1906.)

In the State University:

The position of State Organizer for University Extension until July 20, 1908, after which time the position shall be filled by competitive examination whenever a vacancy in the position shall occur. (Classified July 19, 1906.)

The position of Library Assistant for University Extension until July 20, 1908, after which time the position shall be filled by competitive examination whenever a vacancy in the position shall occur. (Classified July 19, 1906.)

The position of Stenographer, one position, in the Department of Economics. (Classified February 20, 1907.)

The position of farmers' institute conductor and assistant in farmers' institutes, (all positions) as provided for in Section 1494—b, Revised Statutes, '98.

(Classified October 22, 1906.)

The position of Stenographer for the University faculty for a period not to exceed one year from the date of the adoption of this rule.

(Classified October 7, 1907.)

The position of Stenographer for the Dean of the Department of University Correspondence for a period not to exceed one year from the date of the adoption of this rule.

(Classified October 7, 1907.)

In the Departments of the State Tax Commission and State Railroad Commission:

All persons employed by the State Tax Commission and by the State Railroad Commission in determining the physical valuation of the steam railroads and the street railway and public utility properties of the State of Wisconsin, as follows:

One Civil Engineer Inspector.

One Chief Mechanical Inspector.

One Chief Electrical Inspector.

One or more Field Civil Engineer Inspectors.

One or more Field Mechanical Inspectors.

One or more Field Electrical Inspectors.

One or more Assistant Field Inspectors.

. One or more Engineering Computers.

(Classified December 5, 1907.)

In the Bureau of Labor and Industrial Statistics:

One position as special agent for the Commissioner of Labor and Statistics to investigate and report concerning wages, hours of labor, factory and home life of girls in the City of Milwaukee, this position to terminate when the investigation is completed, and to continue for a period of not to exceed one year from the date of the adoption of this rule.

(Classified September 21, 1907.)

One position as special agent for the Commissioner of Labor and Industrial Statistics to investigate and report in co-opera-

tion with the International Association for Labor Legislation on subjects which may be agreed upon with that Association, said reports to be published by the Commissioner. This investigation shall continue for a period of not to exceed one year from the date of this rule and the compensation shall not exceed One thousand dollars (\$1,000) per annum.

One position as special agent for the Commissioner of Labor and Industrial Statistics to investigate and report concerning wages, hours of labor and conditions of employes of public utilities in the State of Wisconsin at a compensation of not to exceed Five hundred dollars (500), including traveling expenses; this position to terminate when the investigation is completed and to continue for a period of not to exceed one year from the date of this rule.

(Classified March 5, 1908.)

RULE V.

Applicants.

- a. The competitive examinations shall be free and open to all applicants who are citizens of the United States and of the state of Wisconsin and who have fulfilled the preliminary requirements stated in section 11 of this act, and shall be held at such times and places as shall, in the judgment of the commission, most nearly meet the convenience of applicants and the needs of the service. (From section 10.)
 - b The commission may require in connection with such application such certificates of citizens, physicians, or others having knowledge of the applicant as the good of the service may require. (From section 11.)
 - c. The commission may refuse to examine the applicant, or after examination to certify an eligible, who is found to lack any of the pre-liminary requirements established by the commission for the examination for the position or employment for which he applies, or who is physically so disabled as to be rendered unfit for the performance of the duties of the position to which he seeks appointment, or who is addicted to the habitual use of intoxicating liquors to excess, or has been guilty of any crime or of infamous or notoriously disgraceful conduct, or who has been dismissed from the public service for delinquency or misconduct, or who has made a false statement of any material fact, or practiced, or attempted to practice, any deception or fraud in his application, in his certificate, in his examination, or in securing his eligibility or appointment, or refuses to furnish testimony as required in section VII of this act. (From section 11.)
 - e Whenever the said commission refuses to examine an applicant after an examination to certify an eligible, as provided in this sec-

tion then said commission, if requested by the person so rejected, shall give to him a full and explicit statement of the exact cause of such refusal to examine or to certify as the case may be. (From section 11.)

RULE VI.

Applications.

- a. The civil service commission shall require persons applying for admission to any examination provided for under this act, or under the rules and regulations of the said commission, to file in its office a reasonable time prior to the proposed examination, a formal application, in which the applicant shall state under oath or affirmation:
 - 1. His full name, residence and post office address.
 - His nationality, age and the place and date of his birth.
 His health and his physical capacity for public service.

 - 4. His business and employments and residences for at least the five previous years.
 - 5. Such other information as may be reasonably required touching the applicant's merit and fitness for the public service. (From section 11.)
- b. Blank forms for such applications shall be furnished by the commission without charge to all persons requesting the same. (From
- 1. Whenever an application is rejected or whenever an applicant fails to pass an examination, notice of such rejection or failure to pass examination shall be mailed to the applicant.

RULE VII.

Examiners.

- a. The commissioners may designate persons in or out of the official service of the state or of any city or county who shall, if in the service, with the consent of the head of the department or office in
- which such person serves, act as local examiners. (From section IV.)
 b. Such persons in the official service in the performance of such
 duties as the commission shall direct, shall be under the direct and sole control of the commission, and their duties shall be considered part of the duties of the omice in which they are serving, and time shall be allowed therefore during office hours and no compensation shall be paid such officers for such service. (From section IV.)
- 1. In preparing examinations of a technical or special character, or where the requirements are peculiarly within the knowledge of the department in which appointment is to be made, the chief examiner shall in his discretion consult with the incumbent of such office or with the head of such institu-

tion or department or with such other persons as may have knowledge and experience in matters pertaining to the examination and shall use his judgment in selecting questions from the lists submitted by them.

RULE VIII.

Local Examiners.

1. The Civil Service Commission shall appoint at least one local examining board for each county.

(As amended June 27, 1907.)

- 2. The local board shall be non-partisan in character and shall consist of three persons residing in the district.
- 3. The Commission shall appoint one member of the local examining board as supervising examiner, whose duty it shall be to be present at the time and place designated by the commission for holding an examination and to take charge of the examination. The supervising examiner shall also act as secretary.
- 4. Upon receiving notice of appointment the local examining board shall, subject to the call of the supervising examiner, meet and elect a president. It may suggest to the chief examiner at Madison suitable accommodations for holding examinations and upon request furnish applicants with application blanks and distribute such printed rules, regulations and information as may be furnished by the commission. All members of the local examining board shall, so far as possible, be present at all examinations and shall assist in enforcing the rules and regulations of the commission governing examinations and take such measures as may be necessary to insure fairness
- 5. In case of the temporary disability of the supervising examiner, the local board may designate some other member to take charge of the examination and may procure such outside sistance as may be deemed necessary.
 - 6. No person shall be admitted to examination who does not 15—C. S.

present an admission card issued to him by the state civil service commission.

- 7. The local examiners may receive applications for positions in the labor class and, except where otherwise ordered, shall immediately forward them to the chief examiner at Madison.
- 8. Local examiners shall not incur expense in connection with examinations beyond necessary stationery, postage and supplies, except at the direction of the commission or of the chief examiner.

RULE IX.

Examinations.

- a. All examinations for positions in the classified service shall be practical in character and shall relate to those matters which will fairly test the capacity and fitness of the persons examined to discharge the duties of the office or employment sought by them, giving due allowance for experience in the same or similar positions. (From section 10.)
- b. Examinations shall be held at such times and places as shall, in 'he judgment of the commission, most nearly meet the convenience of applicants and the needs of the service. (From section 10.)

c. Examinations shall be held simultaneously at at least one convenient point in each county of the state. (From section 10.)

- d. No question in any form of application or in any examination shall be so framed as to elicit information concerning the political or religious opinions or affiliations of any applicant, nor shall any inquiry be made concerning such opinions or affiliations, and all disclosures thereof shall be discountenanced. No discriminations shall be exercised, threatened or promised, by any person in the civil service against or in favor of any applicant, eligible, or employee in the classified service because of his political or religious opinions or affiliations (From section 26.)
- 1. The minimum percentage of proficiency for eligibility in any subjects assigned for examinations and the average percentage for proficiency in all subjects, shall be fixed by the commission for each class or grade and shall be published prior to holding examinations.
- 2. Wherever in a general competitive examination it is, in the judgment of the commission, deemed necessary, a preliminary or supplementary or special examination may be required of eligibiles and such examination may be held at the time and place indicated by the commission.

- 3. The commission shall determine and make public relative weights of subjects included in the examination in each separate class of service, and proficiency in any subject shall be credited in grading the standing of the person examined, in proportion to the value of a knowledge of such subject in the branch or part of the service which the applicant seeks to enter.
- 4. In the absence of any regulations to the contrary non-competitive examinations shall be conducted by the chief examiner or his authorized deputy, and the papers shall be marked by him with the assistance of such persons as he may select.
- 5. The commission may authorize as an element in any non-competitive or special examination, an oral examination, particularly where administrative functions, scientific or technical knowledge, or manual skill are required. But all oral examinations shall be under the immediate direction of the chief examiner or his authorized deputy, and a record of such examination shall be preserved.
- 6. Upon the request of any officer or board having the power of appointment to any office or position in the service of the state to which these rules do not apply, the commission will, whenever practicable, hold competitive or non-competitive examinations for such office or position.

RULE X.

Eligible List.

- a. The term of eligibility of an applicant shall be fixed for each list by the civil service commission at not less than one nor more than three years. (From section 15.)
- 1. The period of eligibility for all positions shall be one year. But the commission may in its discretion extend the period of eligibility for any position or group.
- 2. The names of eligibles shall be entered in the order of their average percentages, on the proper register of eligibles.
- 3. Appointment shall be made from the eligible list most party appropriate for the group in which the position to be filled is classified, and a new list shall be created for a stated

position or group of positions only when there is no appropriate list existing or when the existing list from which certification is to be made is likely to be exhausted.

- 4. Whenever there remain on the register the names of any eligibles for any position at the time when the names of eligibles, ascertained by a new examination, are to be entered thereon the names of all the eligibles shall be registered subject to the provisions of section 3, Rule X.
- 5. When two or more eligibles on a register have the same average percentage, preference in certification shall be determined by the order in which their applications were filed, but neither priority in the date of application nor of examination will give any other advantage in position on the register of eligibles.
- 6. Whenever the commission is notified that proficiency in a special subject is needed in the position to be filled, it may, upon request of the appointing officer, take steps to ascertain the names of all those on the list who possess such qualifications and shall certify them in their order or shall in its discretion conduct a new examination.
- 7. In accordance with the provisions of section XVI of the law, adequate eligible lists shall be made up, and so far as possible at all times kept by the commission, from which appointments shall be made for service in the several state charitable and penal institutions.
- 8. In accordance with the provisions of section XVI of the law, any veteran of the late civil war who has attained the required percentage for eligibility shall be given such preference in registration as the addition of five per cent to his average standing would entitle him to.

RULE XI.

Certification and Appointment.

1. Upon requisition from an appointing officer to fill a vacancy in the competitive class, the commission shall, in accordance with the provisions of section XVI, certify the three

names standing highest in the appropriate eligible list giving preference in such certification to veterans of the late civil war.

2. In case objection is made by the appointing officer to any

of the persons certified for reasons stated in section XI of the law, the commission may investigate the charges and if the objection is sustained substitute other names from the eligible list. In case objection is not sustained, the appointing officer shall select one of the candidates on probation in accordance with the provisions of section XVI of the law.

- 3. In certifying from the eligible list for deputy game wardens, oil inspectors and deputy treasury agents, where the service is confined to a locality, the secretary of the commission shall upon request of the appointing officer, give preference in certification in their order of eligibility to the person or persons residing in the district in which the service is required.
- a. All original appointments to the competitive and non-competitive classes, and the labor class of the classified service shall be for the appointing officers, but dismissal for cause may be made during the appointing offices, but dismissal for cause may be made during such period. (From section IX.)
- 4. In accordance with section 9 of the law the appointing officer shall, when giving notice of appointment, state the length of the probationary period established by him for such appointment.
- b. If at the close of this probationary term the conduct or capacity of the probationer has not been satisfactory to the appointing officer, the probationer shall be notified in writing that he will not receive absolute appointment; otherwise his retention in the service shall be equivalent to his final and absolute appointment. (From section IX.)
- c in every case after a name has been certified three times, it may be dropped from the list by the commission, but certificates for temporary appointment shall not be counted as one of such certifications. From section XVI.)
- 5. When an eligible certified for appointment shall fail to seept an offer of appointment by mail within six business the same of appointment, or thall fail to accept an appointment within the same or next

succeeding business day when notification is sent by telegram, he shall be deemed to have declined the appointment, and if, after having accepted an appointment by mail or telegram, he fails to present himself for duty within ten days from the date the notice is mailed, he shall, unless the time is extended by the appointing officer, be deemed to have declined the appointment.

- 6. In case an eligible certified for appointment on probation shall decline appointment, his name shall be stricken from the list and shall only be restored to said list in the discretion of the commission upon his written request stating his reasons for such declination. If the declination is on account of the locality of the position offered, or on account of salary, the eligible shall not be again certified for the same locality or for the same or less salary.
- 7. Whenever the sex of those whose names are to be certified is fixed by any law, rule or regulation, or is specified in the request for certification, the names of those of the sex so fixed or specified shall be certified.
- 8. Any person whose name appears on an appropriate eligible list, who has received an appointment on probation and who, during the probationary period, has been separated from the service without evidence of delinquency, misconduct or inefciency on his part, but owing to reasons of economy or otherwise, may, in the discretion of the Commission, be reinstated on the eligible list.

(Adopted May 8, 1907. Approved May 9, 1907.)

RULE XII.

Temporary and Exceptional Appointments. .

a. Positions in the competitive class may be filled without competition only as follows:

Whenever there are urgent reasons for filling a vacancy in any position in the competitive class and the commission is unable to certify to the appointing efficer upon requisition by the latter a list of persons eligible for appointment after a competitive examination, the appointing officer may nominate a person to the commission for non-competitive examination, and if such nominee shall be certified by the said commission as qualified after such non-competitive examination, he may be appointed provisionally to fill such vacancy until a selection

and appointment can be made after competitive examination, but such provisional appointment shall not continue for a longer period than two months, nor shall successive temporary appointments be made to the same position under this provision. (From section VII.)

b. In case of an emergency an appointment may be made without regard to the rules of this statute, but in no case to continue longer than ten days, and in no case shall successive emergency appointments be

made. (From section XVIII.)

c. In case of vacancy in a position in the competitive class where peculiar and exceptional qualifications of a scientific, professional or educational character are required, and upon satisfactory evidence that for specified reasons competition in such special case is impracticable, and that the position can best be filled by the selection of some designated person of high and recognized attainments in such qualities, the commission may suspend the provisions of the statute requiring competition in such case, but no suspension shall be general in its application to such place, and all such cases of suspension shall be reported in the annual report of the commission with the reasons for the same. (From section XVII.)

d. Where the services to be rendered by an appointee are for a temporary period not to exceed one month, and the need of such service is important and urgent, the appointing officer may select for such temporary service any person on the proper list of those eligible for the permanent appointment without regard to his standing on such list. Successive temporary appointments to the same position shall not be

made under this provision. (From section XVII.)

The acceptance or refusal of an eligible of a temporary appointment shall not affect his standing on the register for permanent employment, nor shall the period of temporary service be counted as a part of the probationary service in case of subsequent appointment to a permanent position. (From section XVII.)

Section 1. Whenever there is no suitable eligible list for a position in question, appointment may be made to the position of teacher in any of the state reformatory, charitable and penal institutions without examination.

(Adopted April 17, 1907.)

RULE XIII.

Reinstatements.

a. Any person who has held a position by appointment under the civil service rules and who has been separated from the service without any delinquency or misconduct on his part but owing to reasons of economy or otherwise, may be reinstated within one year from the date of such separation to the same or similar position in the same department, provided, that for the original entrance to the position proposed to be filled by such reinstatement there is not required in the opinion of the civil service commission examination involving tests or qualifications different from or higher than those involved in the examination for the original entrance to the position formerly held by the person proposed to be reinstated. (From section XIX.)

RULE XIV.

Transfers.

1. Upon request of the head of the department affected, a person who has received an appointment in accordance with the civil service law and rules, to a position in the competitive class and who has served the required probationary term, may be transferred to a position similar in character in the same group and subdivision upon certification by the commission.

RULE XV.

Promotions.

1. A change in rank or grade shall constitute promotion. A material change in duties and in responsibilities shall be deemed a change in rank, and an increase in salary, beyond the limits fixed for the grade by clause 7 of this rule, shall be deemed a change in grade. But whenever a change in grade occurs without a change in position or in duties, persons so affected may be promoted without further examination, when, in the opinion of the commission, their merit and fitness has been determined by previous examinations and by the records of efficiency of the office or department in which they are employed.

(Adopted July 17, 1907. Approved August 10, 1907.)

- 2. Whenever there is a vacancy in a position in a department above the lowest rank or grade, the commission shall ascertain whether there are at least three persons who have served three months or more in a lower rank or grade, eligible and willing to compete to fill the vacancy; and in case it is found that there are at least three such persons, the vacancy shall be filled from the eligible list resulting from a competitive examination for promotion; in which examination the elements to be considered shall be, 1, the competitive mental examination, and 2, the records of efficiency, character, conduct, and seniority.
 - 3. Whenever there are less than three persons in the next

lower rank or grade, eligible and willing to compete, the commission shall hold an original competitive examination to fill the vacancy or may permit the appointing officer to nominate one of such eligible persons, who may be promoted upon passing the required non-competitive examination.

- 4. If the vacancy is in a position in the higher ranks or grades, the commission may, if it deems that on account of the executive ability required to fill the position, promotion by competitive examination is impracticable and not for the best interests of the service, hold an original competitive examination without regard to the number of persons in the next lower rank or grade.
- 5. The commission shall in each case determine what persons are eligible to compete for promotion from a consideration of the duties to be filled and the duties which the persons seeking the promotion perform.
- 6. In case the records of efficiency, character and conduct have not been regularly and properly kept and filed, the commission shall refuse to hold promotion examinations until proper records are received, or shall disregard records as an element in the examination.
 - 7. The grades for all departments shall be the following:
 - Grade 1. All positions, the compensation of which is at the rate of not more than four hundred dollars per annum.
 - Grade 2. All positions, the compensation of which is at the rate of more than four hundred dollars and not more than seven hundred dollars per annum.
 - Grade 3. All positions, the compensation of which is at the rate of more than seven hundred dollars and not more than one thousand dollars per annum..
 - Grade 4. All positions, the compensation of which is at the rate of more than one thousand dollars and not more than fifteen hundred dollars per annum.
 - Grade 5. All positions, the compensation of which is at the rate of more than fifteen hundred dollars and not more than two thousand dollars per annum.

- Grade 6. All positions, the compensation of which is at the rate of more than two thousand dollars and not more than twenty-five hundred dollars per annum.
- Grade 7. All positions, the compensation of which is at the rate of more than twenty-five hundred dollars per annum.
- 8. For the purposes of this section, full maintenance in state institutions shall be valued at \$150.00 per annum.

RULE XVI.

Reductions.

1. Whenever an employe is reduced in pay or position the appointing officer shall file with the commission a statement in writing of the causes for such reduction.

RULE XVII.

LABOR CLASS.

Registration Officers.

- a. The labor class shall include ordinary unskilled laborers. (From section XXI.)
- b. There may be separate lists of applicants for different kinds of labor or employments and the commission may establish separate labor lists for various localities, institutions and departments. (From section XXI.)
- 1. The commission may appoint in any county or district in which is located a state charitable or penal institution or state educational institution, a local registration officer for registrations in the labor class, and in case such registration officer is not in the employ of the state, may fix his compensation.
- 2. The local registration officer shall, subject to the regulations of the commission, keep a register of all accepted applicants in the labor class and shall keep the commission informed of all names recommended to appointing officers, all changes in the local register, including all appointments from the register, all additions to the register, and all delinquencies of applicants, and shall be guided by such instructions as the commission may from time to time furnish him.

The Civil Scrvice Rules.

Examinations.

- c. The commission shall require an applicant for registration for the labor service before he can be registered to furnish such evidence or to pass such examination as they may deem proper with respect to his age, residence, physical condition, ability to labor, sobriety, industry, capacity and experience in the employment for which he applies. (From section XXI.)
 - 3. Veterans of the late civil war shall be required to pass the same examination as may be required for other candidates for positions in the labor class, except as to age.
 - 4. The commission may require a medical examination whenever in its judgment such examination is deemed necessary, and may require that the expense of such exmination shall be borne by the applicant.

Registration of Eligibles.

- 5. The names of all accepted applicants shall remain on the register for one year except as follows:
- a. When an application, together with a report of former employers, shows an applicant unfit or unworthy to serve the state, the commission shall immediately notify the local registration officer who shall strike the applicant's name from the register.
- b. Any applicant who fails to keep the local registration officer and the commission informed of his postoffice address or who fails to reply promptly to notices of appointment, or who fails to give satisfactory reasons for refusing to accept service, or who is found to have intentionally made false and misleading statements in an application, shall have his name stricken from the register.
- 6. Whenever an applicant for registration in the labor class wall have been rejected, notice of such rejection shall be mailed to him.
- 4. Where the labor service of any institution or department extends to separate localities, the commission may provide separate registrative lists for each district or locality. (From section XXI.)

- 7. Preference in registration shall be given to applicants whose qualifications, determined by their applications and testimonials and such other examination as may be required, most nearly approach the standards set by the commission as to age, citizenship, physical condition, character and habits, and previous experience and efficiency.
- 8. In accordance with the standard established by the commission all applicants for positions in the labor class shall be graded as follows:

Grade 1 shall include all applicants whose qualifications are marked by the commission as "good," which term shall signify a reasonable conformity established by the commission as provided for in section 7 of this rule.

Grade 2 shall include all other accepted applicants.

- 9. It being the avowed policy of the state that preference in appointment shall be given to applicants whose qualifications best fit them for the service required, preference shall be given to applicants registered in grade 1, and no recommendations for appointment shall be made from grade 2, except where there are less than three eligible applicants registered in grade 1, whose qualifications fit them for the service required.
- 10. No person who has been discharged for misconduct shall be again eligible for registration for at least one year after the time that he is discharged.

Certification and Appointment.

- e. Vacancies in the labor class shall be filled by appointment from lists of applicants registered in their respective localities by the civil service commission according to rules and regulations determined by said commission except in cases of temporary employment. (From section XXI.)
- 11. Whenever an appointing officer shall request the certification from the commission or from the local registration officer of names of persons for appointment to any position in the labor class, the secretary of the commission or the local registration officer, as the case may be, shall certify to the appointing officer for appointment the names of three persons standing

highest on the eligible list, if there be so many registered in the grade or class entitled to preference.

(As amended June 27, 1907.)

- 12. If the appointing officer shall notify the commission of more than one vacancy at any time, the secretary or registration officer shall certify to the appointing officer the names of as many persons as there are vacancies to be filled, with the addition of two names.
- 13. Whenever the sex of those whose names are to be certified is fixed by any law, rule or regulation of the commission, or is specified in the request for certification, the names of those of the sex so fixed or specified shall be certified, but in other cases certification shall be made without regard to sex.
- 14 In cases of emergency, appointments to permanent positions in the labor class may be made without regard to the list, but no emergency appointment shall continue more than ten days.
- 15. In filling permanent positions in the labor class, appointing officers may, when a local registration list has been exhausted, or when, because of the peculiar nature of the duties of the position to be filled, it is found inexpedient or impracticable to make a selection from the local list, make requisition upon the commission for a list of candidates registered for service in the state at large.
- 16. Where the service to be rendered by an appointee in the labor class is for a temporary period not to exceed one month, and the need of such service is immediate and urgent, the appointing officer may select for such temporary service any person whose name appears on the register. But when the local registration list is exhausted, the appointing officer may make his selection without reference to the rules and regulations of the commission.

:

•

٠

: :

RULE XVIII.

Recommendations.

No recommendation for any person who shall apply for office or the commendation or registration under the provisions of this

act, or of the rules established pursuant thereto, except as to ch ter, and, in the case of former employers, as to ability, shall be a to, or considered by any person concerned in making any examina registration, appointment, promotion, or reinstatement under this and the rules made pursuant thereto. No recommendation whatse shall relate to the political or religious opinions of any appli (From section XXV.)

b. No recommendation for the promotion of any person in the c field service shall be considered by any person concerned in ms promotions except it be made by the officer or officers under w supervision or control such employee is serving. (From section X c. Any recommendations made contrary to the provisions of this

c. Any recommendations made contrary to the provisions of this tion with the knowledge and consent of the applicant or employee be sufficient cause for refusing his application or appointment, o debarring him from the promotion proposed, and a repetition of offense shall be sufficient cause for removing him from the ser (From section XXV.)

d. All recommendations of applicants for office received by the commission, or by any appointing officer, shall be kept and press by the commission, and all such records, recommendations of fo employers excepted, and all written causes of removal and ans thereto filed with it, shall, subject to reasonable regulations, be to public inspection. (From section VII.)

RULE XIX.

Roster.

1. In accordance with the provisions of section 24 of law and subject to the regulations of the commission, the retary or president of the commission shall compare each roll, estimate or account for services, with the official roand shall attach thereto or place thereon a certificate in f prescribed by the commission.

RULE XX.

Regulations.

1. The commission shall prescribe and enforce suitable r lations for carrying into effect the provisions of these r and those of the civil service law not inconsistent there and shall prescribe blank forms for all applications, ce cates, reports, records and returns required under these r and the regulations made in pursuance thereof.

The foregoing rules, prepared and adopted by the State Civil Service Commission, are hereby transmitted to the Governor for his approval.

T. J. CUNNINGHAM, S. E. SPARLING, OTTO GAFFBON, State Civil Service Commissioners.

December 12, 1905.

The foregoing rules prescribed by the State Civil Service Commission, are hereby approved.

ROBERT M. LAFOLLETTE,

Governor.

State of Wisconsin,
Executive Chamber.
December 14, 1905.

REGULATIONS.

ADOPTING ORDER.

The State Civil Service Commission under the authority conferred by section 7 of the Civil Service Law and rule 20 of the rules prescribed pursuant thereto, approved by the governor, and promulgated on the 14th day of December, 1905, hereby makes the folowing regulations, reserving the right to modify the same from time to time, and to prescribe such special regulations as may be expedient for the proper enforcement of the rules aforesaid.

REGULATION I.

The President.

1. The president, subject to the direction of the Commission, shall have such general authority and responsibility in the administration of the law, rules and regulations as shall not be inconsistent with the powers reserved to the Commission or vested in some other officer.

REGULATION II.

Chief Examiner and Secretary.

- 1. The chief examiner and secretary, subject to the direction of the Commission, shall be governed as follows:
- 2. He shall keep the minutes of the proceedings of the Commission, have charge of all books, records, accounts, papers, the official seal and other property of the Commission.

- 3. He shall prepare blank forms for applicants for examination, registration or certification, receive all applications for examination and keep a register of applicants.
- 4. He shall supervise the preparation of questions and make all other necessary preliminary arrangements for examinations, issue authority to local examining boards to hold examinations and assign and direct their work. He shall supervise and pass upon the marking and grading of all examination papers, shall determine all questions of eligibility, notify candidates of the result of their examination and enter names of successful competitors upon the proper register of eligibles.
- 5. He shall make certification to appointing officers upon their request of the names of those eligible to appointment for employment.
- 6. He shall keep the official roster and pass upon all payrolls of persons employed in the classified service in the various departments.
- 7. He shall conduct the correspondence of the Commission and perform such other appropriate duties as may from time to time be assigned to him by the Commission.

REGULATION III.

Applications.

- 1. Applicants for positions in the recognized mechanical trades, must have had not less than two years' continuous successful experience in the practice of their trade, in addition to such time as they may have served as apprentices. For head mechanics having supervisory charge of work a longer term of experience will be required, and previous experience as a supervisor or foreman may also be required.
- 2. The chief examiner shall upon receiving the application of a candidate for examination take such steps as may be necessary to determine whether his preliminary qualifications entitle him to compete in the examination, and, in case they are found satisfactory, he shall mail the candidate a notifica-

tion which shall also serve as an admission card to the exquination.

- 3. Any applicant who fails to receive notice from the Commission of an examination, or who gives satisfactory reasons for failure to attend, shall be notified to attend the next examination for the same class or group provided such examination is held within one year from the date of filing the original application.
- 4. Defective applications will be returned to applicants with a notice to amend the same but will not be returned a second time.
- 5. Applications, must, in all cases, be made upon the blanks furnished by the Commission and must be received at least six days prior to the time set for the examination. Late applicants will be admitted in all cases where practicable.

REGULATION IV.

Examiners. .

- 1. All persons having charge of the preparation of questions, or of marking of examination papers, shall use due diligence in preserving secrecy, both as to the nature of the forthcoming examination and as to details of examination papers. Applicants should be seated apart.
- 2. The marking of each question or subject shall be made on a scale of 100, which shall represent entire accuracy. Handwriting will be judged by its legibility, uniform and correct formation of letters and ease of execution. Upon a comparison of the handwriting of all, the best and worst should be first determined, and the two extremes of the scale thus fixed; the others should be marked relatively to them. In writing from dictation or copying from manuscript, the omission, repetition or substitution of words, the crasures, blots and other evidence of carelessness, will reduce the marking below 100. Abstracts or summaries of documents and letter-writing, will

be marked as in handwriting, by determining the best and worst examples; and the examiners, having marked these, will then mark the others proportionately.

- 3. In each of the other subjects, each question shall be marked on a scale of 100; and the sum of such markings, divided by the number of questions in that subject, shall determine the standing on such subject.
- 4. Supervising examiners in charge of examinations shall take all due precautions, and use such measures as may be needful to prevent fraud and collusion.
- 5. All examination questions, together with the instructions governing the competitive examinations, will be forwarded to the local boards of examiners at least five days prior to the date of holding the examination. The package containing examination questions and instructions shall not be opened except in the presence of competitors at the hour set for the examination.

REGULATION V.

Competitive Examinations.

- 1. Applicants must present themselves punctually at the times and places specified in their official notices to attend, and they will be admitted to examination upon the production of such notices.
- 2. In order to identify competitors, each competitor shall be required at the opening of an examination to fill out an identification sheet furnished him by the local examiner. He will be furnished with a supply of concealed examination numbers. One of these he will attach to his identification sheet; the others shall be retained by him to be attached to each of his examination papers. His name shall not appear in his examination in any other place than upon the identification sheet. Immediately upon filling out the identification sheet the applicant shall enclose it in a scaled envelope which shall be opened in the office of the Commission, only after all examination papers have been marked and graded.

- 3. No instructions or explanations in reference to examination shall be given to applicants separately, but all shall be publicly announced to all persons in the examination room and shall, so far as possible, be confined to such as are furnished in printed or written form by the Commission.
- 4. Candidates shall not leave the room with a paper unfinished except in cases of extreme necessity and only with permission of the supervising examiner and such permission shall in each case be reported by name to the chief examiner.
- 5. All communication or conversation shall be strictly prohibited and the slightest violation of this rule shall be reported by name to the chief examiner. Candidates may bring pens, pencils and ink but shall not be permitted to carry with them upon entering or leaving the examination room, blotters, blank paper, scratch paper, any note books, books or pamphlets. Each applicant shall be required to complete his examination within the allotted time.
- 6. The local examining board shall report by applicant's name any violation on his part of the rules, regulations, and instructions governing examinations.
- 7. At the close of an examination the supervising examiner shall collect all question papers, examination papers, scratch papers and blotters issued to the candidates and shall return all question papers and examination papers to the chief examiner.
- 8. The percentage attained in each subject for examination shall be multiplied by the weight prescribed for each by the Commission; and the quotient found by the division of the aggregate of value so arrived at, of each applicant, by the aggregate of weights shall constitute the percentage of condition of such applicant.

REGULATION VI.

Eligibles.

1. No person shall have his name entered upon the eligible list who fails to attain an average percentage of 70 or over on all required subjects.

- 2. Lists of eligibles may be made public, but the names of applicants failing to obtain standing on eligible lists will not be made public nor will their examination papers be exhibited, nor will any information be given about them.
- 3. Every application paper and accompanying certificate will remain on file in the office of the Commission, and under no circumstances or conditions will the originals be returned to the applicant.

REGULATION VII.

Information.

- 1. Copies of questions used in examination will not be furnished except where they are published by the Commission for general information.
- 2. Abstracts of the law, rules and regulations and other pertinent matter will be published by the Commission from time to time, for the information of appointing officers, applicants, candidates and others concerned.
- 3. The Commission cannot undertake to answer inquiries relating to cases which are not officially before it for decision, nor can it decide, except in cases of actual candidates, questions respecting the application of the rules and regulations.
- 4. Particular answers cannot be given to inquries which are answered expressly or by implication in published regulations or other similar documents.
- 5. The Commission cannot give any information upon the following points: (a) regarding positions in the unclassified service or in the exempt class of the classified service; (b) regarding vacancies in any position existing or prospective; (c) regarding the duties of positions except as indicated by their classification; (d) regarding the personal interests of any intending or actual applicant, candidate or eligible.
- 6. The examination papers of a competitor will be exhibited only to the competitor or his duly authorized representative, or to the appointing officer to whom his name is certified.
 - 7. The qualifications of applicants and subjects of examina-

tion, as prepared from time to time, will be published, but in regard to certain positions in which vacancies are rare the nature and extent of the examinations may not be determined until vacancies occur.

8. Applicants shall be notified of the results of their examination.

REGULATION VIII.

Pay-rolls.

1. Pay-rolls of the classified service shall be made in duplicate, whenever requested, and a copy shall be filed permanently with the records of the Commission.

REGULATION IX.

Labor Class.

1. Application blanks and instructions for registering applicants will be furnished the local registration officer by the Commission, and the applicants shall be registered by him in the order in which applications are received.

REGULATION X.

Meetings.

1. Regular meetings of the Commission shall be held at the capitol on the third Thursday of each month at two o'clock P. M., but other meetings at which any official business may be transacted may be called by the president.

By the Commission.

Attest:

F. E. DOTY,

Secretary and Chief Examiner,

Madison, Wis., Dec. 21, 1905,

PART VII.

Roster of Employes, July, 1908.

ROSTER OF EMPLOYES IN THE CLASSIFIED SERVICE.

STATE BOARD OF ASSESSMENT.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
Bertha D. Moritz	Stenographer Expert Engineer	\$75 00 167 00
	Competitive Class.	
C. M. Larson	Asst. Engineer	\$150 00
Myrtle Shanks	Assistant	65 00
A. E. James	Assistant and Special Agent	125 00
F. A. Crocker	Assistant and Special Agent	100 00 100 0
P. N. Reynold M. H. Pengra	Assistant and Special Agent	85 O
J. II. Curtin	Assistant and Special Agent	75 00
H. T. Nolan	Assistant and Special Agent	75 0
H. V. Cowles	Assistant and Special Agent	75 0
R. A. Karges	Assistant and Special Agent	75 00
G. W. Blanchard	Assistant and Special Agent	75 00
Ida Dwinnell	Stenographer	CO 0
Katherine Luft	Clerk	45 0
Elsie Dillman	Clerk	40 0
Hazel Higbee	Clerk Clerk	20 0 40 0

ATTORNEY GENERAL'S DEPARTMENT.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
Russell Jackson Evelyn M. Schuckhart	Deputy Attorney General	\$300 00 75 00
A. C. Titus Frank T. Tucker J. E. Messerschmidt Lee T. Pond Fannie G. Clemons	Second Asst. Attorney General Third Asst. Attorney General Clerk and Stenographer	\$250 00 203 34 106 66 100 00 75 00

STATE BOARD OF CONTROL.

Name.	Position.	Com- pensa- tlon.
	Exempt Class.	
M. J. Tappins Frances R. Dunn	Secretary	\$208 84 66 6 7
	Competitive Class.	
A. C. Lerum H. F. Lerdall Wm. F. Bart J. E. Barnard	NOCODO AGGI ('hior ('iork	\$125 00 91 67 75 00 66 67

DAIRY AND FOOD COMMISSIONER'S DEPARTMENT.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
U. S. Baer Ethel D. Thomas	Assistant Commissioner Stenographer and Confidential Clerk.	\$133 35 75 00
	Competiti√e Class.	
Richard Fischer H. C. Larson F. M. Bussell Harry Klueter F. E. Carswell E. L. Aderhold J. D. Cannon	Chemist Second Asst. Commissioner Chief Food Inspector Assistant Chemist Cheese Factory, Dairy and Food Inspector	\$150 00 188 35 100 00 100 00 100 00
Fred Marty	spector Cheese Factory, Dairy and Food In-	100 00
Thos. Corneliuson P. A. Larson las. VanDuser Fred P. Downing L. E. Kundert Torense Q. Norton V. F. Scott	spector Creamery, Dairy and Food Inspector Creamery, Dairy and Food Inspector Creamery, Dairy and Food Inspector Assistant Chemist Assistant Chemist Secretary Food Inspector, per day	100 00 100 00 100 00 100 00 50 00 125 00 100 00

DEPARTMENT OF STATE CIVIL SERVICE.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
F. E. Doty	Secretary and Chief Examiner Stenographer	\$208 34 70 00
	Competitive Class.	
F. L. Fawcett H. S. Knight C. McGuan	Chief Clerk Assistant Examiner Clerk, temporarily	\$116 66 116 66 80 00

COMMISSIONERS OF FISHERIES.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
Jas. Nevins	Superintendent	\$208 3
	Competitive Class.	
Arthur Sykes	Chief Clerk	\$135 00
Matt Patterson	Clerk	50 00
Valentine Maag	Foreman	75 00
Phil. G. Zalsman	Foreman	85 00
John Maag	Foreman	90 00
Robert Ripple	Foreman	80 00
Albert Gallagher	Foreman Foreman	80 00 100 00
Henry SykesBen. Durkee	roreman	90 00
	Labor Class.	
Frank C. Ramsdale	Laborer	\$60 0 0
Frank H. Meade		50 0
Bernard Holtman	Laborer	60 0 0
Andrew Wahlquist	Laborer	50 00
Hugo Dufva	Laborer	50 0
Fred Wahlquist	Laborer Laborer	45 0 50 0
Andrew Gilquist	Laborer Laborer	55 O
Frank Purcell	Laborer	23 7
Willmot Nevin	Laborer	54 00

STATE BOARD OF FORESTRY.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
E. M. Griffith Laune Spoor	State Forester Stenographer	\$209 00 50 00
	Competitive Class.	
F. li. Moody M. A. Castle C. H. Doriot P. Jacobs II. T. O'Gara	Clerk Cruiser, per day Cruiser, per day Cruiser, per day	\$125 00 66 00 5 00 5 00 5 00
D. L. Nauman	Head Fire Warden, Temporarily	100 00

FREE LIBRARY COMMISSION.

Name.	Position.	Com- pensa- tion.
•	Exempt Class.	
Lucy M. Curtiss	Stenographer	\$60 00
	Competitive Class.	
Mrs. William Corcoran Mahel Homewood Irene Johnson L. S. Keyes A. L. Mayers Laura Scott Blanche Spencer Marie Christenson William Nielson	Caretaker L. S. Stenographer Trav. Llb. Dept. Stenographer Assistant, 6 days Messenger Chief Clerk Stenographer Stenographer Stenographer, temporary Messenger	83 33

DEPARTMENT OF STATE GAME WARDEN.

Name.	Position.		Com- pensa- tion.	
		Exempt Class.	İ.	
. G. Schauer	Assistan	ıt	\$125	
		Competitive Class.	pe r d a	
erman Ansorge	Deputy	***************************************		
. E. Berg	Deputy Deputy	•••••		
. A. Bowman		***************************************	2 2	
o.hn Buckley	Deputy	***************************************	2	
obert Clark	Deputy	***************************************	2	
att Christianson	Deputy	***************************************	2	
A. Cole O. S. Craig W. Dartt R. De Long	Deputy			
no. S. Craig	Deputy	•••••	2	
W. Dartt	Deputy Deputy	•••••		
eter Drafabl	Deputy	***************************************	2 2	
E Follette	Deputy	***************************************	2	
E. Follette	Deputy	***************************************		
. J. Fumelle	Deputy		2	
has. J. Good	Deputy	*******************************	2	
red Gerhardt	Deputy			
. W. Gratz	Deputy	•••••	3	
. C. Gruebner . I. Hulbert	Deputy Deputy	***************************************	2	
I. Hulbert m. Haslam	Deputy	***************************************	2 2	
m. Hegeman	Deputy	***************************************	2	
oseph T. Hanson	Deputy		2	
B. Hill conserve	Deputy			
obert Hitchon	Deputy	***************************************	2	
, F. Hull	Deputy	••••••	2	
ans Henricksen	Deputy	•••••	2	
L Immel	Deputy Deputy		2 2	
enry Hildebrand L. Immel W. Johnston eo. L. Kingsley B. Kirkhoff	Deputy		2	
eo. L. Kingslev	Deputy	***************************************	2	
B. Kirkhoff	Deputy	***************************************	2	
icuaei Kieist	Deputy		2	
. C. Kolb	Deputy		2	
. A. Lavell	Deputy Deputy		2 2	
S. Little	Deputy	***************************************	2	
O. Lund	Deputy		2	
at McManus	Deputy		2	
eo. Mannel	Deputy		2	
. G. Mason	Deputy	•••••	2	
imes Oberholtzer	Deputy	•••••	2 2	
d O'Connor	Deputy Deputy		2 2	
ohn Pugh	Deputy	***************************************	2	
. G. Russell	Deputy		2	
al Raeth	Deputy		2	
P. Richtman E. Rooth	Deputy		2	
E. HOOTH	Deputy Deputy		2 2	
os. C. N. Rowell	Deputy		2	
. J. Sandersen	Deputy		2	
. W. Sizer	Deputy		2	
. E. Storrs	Deputy		2	
D. Stuart	Deputy		2	
. W. True	Deputy	•••••	2	
artin Tollefson	Deputy Deputy		2 2	
erman Volbrecht	Deputy		2	
. E. Waterbury	Deputy		2	
ugh Wilson	Deputy		2	

STATE BOARD OF HEALTH AND VITAL STATISTICS.

Name.	Position.	Com- pensa- tion.
,	Exempt Class.	
A. A. Walter	Stenographer	\$65 00
	Competitive Class.	
L. W. Hutchcroft May Wolf Alma Anderson Edna Pfister Lulu Vaughan Winnie Warner	Stenographer	\$125 00 55 00 50 00 50 00 40 00 40 00

DEPARTMENT OF INSURANCE.

Name.	Position.	Compensation.
	Exempt Class.	
M. W. Waite R. H. Hillyer	Deputy Insurance Commissioner Stenographer	\$150 00 100 00
	Competitive Class.	
Eugene Shepard L. A. Anderson	Actuary	\$116 66 200 00
E. A. Ketcham	Assistant Actuary	125 00 116 66
Mrs. M. Monteith	License Clerk Filing Clerk	100 00 100 00
William Glenz N. J. Frey	Clerk	100 00 100 00

BUREAU OF LABOR AND INDUSTRIAL STATISTICS.

Name.	Position.	Com- pensa- tion.	
M. O. Lorenz	Exempt Class. Deputy Commissioner	\$134 00 70 00	
W. O. Pietzsch L. W. Mills Rena Beck J. E. Vallier J. A. Norris Aug. Lehnoff A. L. Kaems H. P. Peterson T. A. Walby J. R. Bloom D. D. Evans C. S. Porter Ira L. Lockney Wm. Straub C. J. Kremer Rosa M. Perdue W. L. Bullock Alma H. Kreuger Leona R. Webster Mary A. Hewitt Rose S. Moore	Competitive Class. Chief Clerk Clerk, temporary Clerk Factory Inspector Assistant Factory Inspector Assistant Factory Inspector Assistant Factory Inspector Assistant Factory Inspector Assistant Factory Inspector Assistant Factory Inspector Assistant Factory Inspector Assistant Factory Inspector Assistant Factory Inspector Assistant Factory Inspector Assistant Factory Inspector Assistant Factory Inspector Bakery Inspector	\$117 00 91 00 70 00 125 00 120 00 100 00 100 00 100 00 100 00 100 00 100 00 100 00 100 00 45 00 45 00 45 00	
Alice S. Godfrey Regina Tormey Winnifred Showaiter Mary K. Coleman Florence Lyons Anna Lorrigan	Extra Clerk, temporary Extra Clerk, temporary Extra Clerk, temporary Extra Clerk, temporary Extra Clerk, temporary Extra Clerk, temporary	45 00 45 00 45 04 45 00 45 00 45 00	

STATE HISTORICAL SOCIETY.

Name.	Position.	Com- pensa- tion.
Magnus Nelson Irving Robson Ceylon C. Lincoln	Competitive Class. Head Janitor and general mechanic Janitor and general mechanic Janitor and general mechanic Labor Class.	\$70 00 00 00 00 00
Bennie Butts Tillie Gunkel Elizabeth Alsheimer Anna Mausbach Gertrude Nelson Elizabeth Schmelzer Leo. P. Link Nelia Warnecke Anna Flad Carl Nelson	Cloak Room attendant	\$50 00 43 28 52 00 51 00 50 00 18 00 26 00

DEPARTMENT OF PUBLIC LANDS.

Name.	Position.	Com- pensa- tion.
B. J. Castle	Exempt Class. Chief Clerk	\$1.50 00 30 00
W. H. Bennett	Assistant Chief Clerk	\$134 00 116 00

BOARD OF NORMAL SCHOOLS.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
lorence Reynolds	Stenographer	960 (
William Kittle	Secretary	107 (
	Competitive Class.	
Milwaukee:		
Mand Burdick	Clerk	875 (
Alice Free	Assistant Clerk	50 (
Otto Schmidt	Engineer	180 (
Paul Seith	Janitor	45 (
Shkosh:		
Edwin C. Behling	Assistant Janitor	\$35 (
Ida M. Breitkrentz	Stenographer	65 (
Evan Vincent	Janitor	55 (
L. W. Vosberg	Engineer	70 (
Rath. Williamson	Pianist	10 (
latteville:		
Beile Burke	Clerk	855 (
Mrs. J. Grindell	Pianist	20
W. A. Henry	Janitor	60 (
John Rickard	Engineer	60 (
iver Falls:		}
F. B. Thayer	Engineer	\$100 (
Elaine A. Williams	Clerk	60
Frens Point:		- 55
Winifred Hatch	Clerk	\$60
Albert Landowski	Assistant Janitor	45
Bruce Wilcox	Janitor	55
IPerior:		
Fred A. Bulman	Engineer	\$75
M. O'Hara	Janitor	65
Leona Pinkham	Clerk	70
bitewater:		
	Clerk	860
James O'Neill		60
W. B. Rieder		60
	Planist	20

OIL INSPECTION DEPARTMENT.

Name.	Position.	Com- pensa- tion.
	Competitive Class.	
James McGee	Inspector	\$100
Anton Hansen		Fees.
Harvey E. Grace		Fees.
Samuel Mitchell		Fees.
J. B. Stunfell John H. Stouthamer		Fees.
C. B. Conrad		\$100
C. A. Lytle		Fees Fees
Alex. Wilson		
W. P. Peters	Inspector	Fees
W. D. Schoenfield	Inspector	
J. B. Hicks		Fees
Conrad Engsberg		Fres
J. B. Christoph		
C. L. Brink		
E. J. Battles		Fees
W. L. Wightman		
Joseph Omundson		
J. C. Niedbalski		
C. E. Bell		
L. C. Bronstad		Fees
Frank Wilson	Inspector	Fees
Geo. H. Ferris		Fees
Christ Zelle Oscar M. Liudholm		
Ava Sprague		
Frank B. St. Louis	1 =	
F. M. Charlesworth		Fees
C. H. Wood		
F. W. Archer	Inspector	Fees
Me J. Berg	Inspector	Poog
Ambrose Cook		Fees
Robert Dinsmore		Fees
G. P. Thompson Caspar Lebels		Fe e 9
Gaspar Lebels		Fees
H. A. Kohl		Fees
R. P. Smith		Fres
E. A. Peterson		Fees
I. M. Baker	Inspector	Fees
C. S. Stimers	. Inspector	Fees
Theo. Berger	Inspector	Fees
H. LeGendre John R. Anderson		Fees
John R. Anderson Fred Westman		Fees
A. E. Nelson		Fees
Benf. F. Clayton		Fres
S. E. Washburn	Inspector	Fees
		Fees

DEPARTMENT OF PUBLIC PROPERTY.

Position.	Com- pensa- tion.
Exempt Class.	
Assistant Superintendent	\$125 0 60 0
Competitive Class.	
Chief Clerk	\$116 6 100 0
Angletant Engineer	83 9
Assistant Engineer	83 3
Elect, and other work, Asst. eng	75 (
Assistant Engineer	R3 :
State Carpenter	75
Fire Assistant Carpenter	
Second Assistant Carpenter	75 (
Fireman	75 (
	75 75
Aguistant Dainton	70
Receiving and ShippingClerk	75 (
Police	70
	70 (70 (
	70
Police	
Police	70 (
	70
	70 (70 (
Elevator Operator	70 (
Elevator Operator	
Tanitar Operator	70 ·
Janitor	70
Janitor	70 (
Janitor	70
	70
	70 70
	70
Janitor	70
Carpetman	70
1	
Cuepidor Cleaner	\$40
	ลก สา
Laborer	60
Laborer	ന
Laborer	60 61
LIDOTOF	
Laborer Laborer	60 (
	Exempt Class. Assistant Superintendent Stenographer Competitive Class. Chief Clerk Chief Engineer Assistant Engineer Assistant Engineer Assistant Engineer Elect and other work, Asst. eng. Assistant Engineer State Carpenter Carpenter Firs Assistant Carpenter Fire Assistant Carpenter Fireman Fireman Fireman Painter Assistant Painter Receiving and ShippingClerk Police Police Police Police Police Police Police Police Police Police Police Tolice Police Po

DEPARTMENT OF PUBLIC PROPERTY—Continued.

Name.	Position.	Com- pensa- tion.
	Labor Class.	
John J. Hughes	Laborer	60 00
	Laborer	60 00
Wm. Kayser	Laborer	60 00
Elias Thorsness	Laborer	60 00
John Shetter		60 00
Mary DeRenzo		45 00
Mary Wirle		45 00
Mary Roberts		45 00
Bertha Hagenbacker	Scrubwoman	45 00
Christine Gunderson	Scrubwoman	45 00

RAILROAD COMMISSION.

Name.	Position.	Com- pensa- tion.
1	Exempt Class.	
W. H. Harenah J. M. Winterbotham W. C. Daumling	Expert in financial statistics Secretary Stenographer	\$166 66 208 33 125 00
	Non-Competitive Class.	
W. D. Kerr	Special Agent	100 00
	Competitive Class.	
J. F. Hogan	Chief Rate Clerk	\$125 00
A. W. Pott	Clerk Clerk	100 00 100 00
W. H. Timm	Clerk	50 00
C. E. Schreiber	Statistician	125 00
C. J. Hartley	Stenographer	100 00
J. E. Usher	Assistant Secretary	150 00 100 00
L. E. Glover	Stenographer	71 0
Frank T. McCormick	Stenographer	125 00
R. M. Hoyt	Stenographer	100 0
R. V. Adams	Assistant Rate Clerk	100 00
Rosalind S. Moore	Clerk Clerk	60 00
Joseph Smethurst		88 8 5

R. R. COMMISSION EMPLOYES ON PUBLIC UTILITY.

Name.	Position.	Com- pensa- tion.
	Non-Competitive Class.	
C. F. Burgess J. N. Cadby F. C. Kehr	Expert on Light and Heat Assistant Field Inspector Assistant Field Inspector	\$125 00 100 00 90 00

DEPARTMENT OF EDUCATION.

Name .	Position.	Com- pensa- tion.
	Exempt Class.	
J. B. Borden Mary A. Messerschmidt	Assistant Superintendent	\$209 00 (0 00
	Competitive Class.	
H L Terry L W Wood C L Harper Walter H Hunt Geo. H Drewry A J Winnie O. S. Rice Winona Merrick Deyra E Casey Claire Parsons	! Stenogranher	\$209 00 187 50 187 50 150 00 150 00 125 00 117 00 100 00 60 00

DEPARTMENT OF STATE.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
A. T. Torge	Assistant Secretary Stenographer	\$209 00 75 00
	Competitive Class.	
L. B. Nagler J. T. Lee Don Sherman W. H. Comerford Claire Cook J. R. Edwards A. J. Nelson G. S. Post H. J. Anderson J. C. MacKenzie T. Murphy R. S. Harrison A. W. Galloway A. J. Cobban Any Karras	Chief Clerk Chief Bookkeeper First Assistant Bookkeeper Second Assistant Bookkeeper Warrant Clerk Incorporation Clerk Assistant Incor. Clerk Printing Clerk Assistant Printing Clerk Filing Clerk Notarial Clerk Statistical Clerk Recording Clerk Registration Clerk Vault Clerk Stitute	\$150 00 150 00 134 00 109 00 100 00 125 00 100 00 126 00 100 00 100 00 100 00 100 00
Harvey Howitt Joe Gannon John Lorrigan Grace Pierce Lena Ekern	Shipping Clerk Clerk Clerk Clerk Clerk	100 00 100 00 100 00 100 00 100 00

TREASURY DEPARTMENT.

Name.	Position.	Compensation.
	Exempt Class.	
Henry Johnson Elnora Dalil	Assistant Treasurer Stenographer Competitive Class.	\$209 00 84 00
Louis Rupp	Bookkeeper Assistant Bookkeeper General Clerk General Clerk Warrant Clerk Night Watchman	\$150 00 150 00 134 00 134 00 117 00 62 00

TAX COMMISSION.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
). H. Francis	SecretaryStenographer	\$1 <i>6</i> 7 00 100 00
	Competitive Class.	
na W. Evans mund J. Brabant W. Spencer	Index Clerk and Librarian Clerk Stenographer	\$100 00 80 00 125 00

EMPLOYEES OF R. R. COM. & TAX COM. JOINTLY.

Name.	Position.	Com- pensa- tion.
	Non-Competitive Class.	
D. Mack	Chief Mech. Inspector	\$125.0
6. Miller	Kield Civil Engr Inspector	125 0
· Muan	Etold Electrical Ingnoctor	150 0
· Harris	. Pred Edectrical Inspector (150 0
· illofkelson	Field Moch Inspector	150 0
· Huddle	Inspector Cas and Elect 'Serv	150 0
· Pilmir	Aggigtant Kipid Ingnector	110 0
· P. Nutting	Assistant Field Inspector	100 0
###[Ch	Assistant Field Inspector	100 0
· Feustel	Assistant Field Inspector	100 0
· Carson	Assistant Field Inspector	100 0
Hanson	Assistant Field Inspector	90 0
reeman	Assistant Field Inspector	90 0
yan Zandt	Engineering Computer	100 0
De Boos	Engineering Computer	90 0
Curtis	Engineering Computer	100 0
Woods	Engineering Computer	60 0

FIRE MARSHAL.

Name.	Position.	Compensation.
J. M. Sexton	Exempt Class. Assistant	\$208 34 75 00
J. E. Florin W. G. End G. H. Kiland S. S. Summers E. J. Vanderboom	Deputy	\$150 00 125 00 100 00 100 00 100 00

GEOLOGICAL AND NATURAL HISTORY SURVEY.

Name.	Position.	Com- pensa- tion.
!	Exempt Class.	
E. B. Hall		203 : 3 75 00 183 33 125 00 60 00
W. C. Wells F. G. Sanford	Competitive Class. Stenographer (roads)	\$%0 00 25 00

BOARD OF IMMIGRATION.

Compensation.
\$150 00 75 00

STATE VETERINARIAN.

Name.	Position.	Com- pensa- tion.
	Competitive Class.	
Bert Clark	Assistant Veterinarian	\$125 0
G. W. Noble	Deputy, per day	70
F. A. Page		70
S. Brattle		70
D. Culham	Deputy, per day	70
F. F. Brunkamp		70
H. F. Eckert		70
T. Riggleworth		70
Burnham		7 0
Phelps		7 0
T. N. Gayo		7 0
E. H. Newton		7 0
B. R. Park		! 70
Forge & Reine		۱ - ۵
L. A. Borders	Deputy, per day	7 (
V. P. Norton	Deputy, per day	7 6
D. Cowgill		7 6
F. Warinske		7 6
J. T. Wurth		7 6
A. B. Bleecker		7 0
O. W. Leach	Deputy, per day	7 7
J. J. Pink		7 6
C. L. Waggerty	Deputy, per day	7 7
A. L. Wright	Deputy, per day	1
N. W. Downing		7
D. Smith		7
S. J. Collins		7

SCHOOL OF MINES.

Name.	Position.	Com- pensa- tion.
G. Kirkpatrick	Competitive Class. Janitor	\$50 00 20 00
	Labor Class.	
O. Frye	Pipe Fitter, per day Carpenter, per day Carpenter, per day Gas Fitter, per day	2 00 2 00

UNIVERSITY.

Name.	Position.	III
	Exempt Class.	
M. E. McCaffery	Secretary Stenographer Registrar	
	Non-Competitive Class.	
Emily Bodman	Clerk and Stenographer	
	Competitive Class.	
Ida Herfurth Arthur Peabods	Ex. Clk. Cel. Agr	
L. J. Pickarts	Bursar	
Anna Hart	Clerk Regents	
Grace H. Hayner	Clerk Regents	
Jessie E. Wilcox	Clerk Regents	
Julia M. Wilkinson Violet S. Timberlake	Pres. Secy.	
Violet S. Timberlake	Clerk	
E. J. Lawrence	Messenger, Registrar	
Fannie G. Sanford	Stenographer and Clerk Stenographer and Clerk	
Mabel Randolph	Stenographer and Clerk	
Florence Turneaure	Stenographer and Clerk	
Alice L. Webb	Clerk and Stenographer	
Aline Merz Alice L. Webb Mabel M. Post A. W. McConnell Julin A. Flisch	Supt. Buildings	
Julia A. Flisch	Clerk and Stanographer	
Helena Leute	Clerk and Stenographer	
O. G. Malde Ethelyn A. Doe	Superintendent	
May L. Sage	Stenographer	
Alice L. Godfrey	Asst. to Registrar	
Beulah A. Thompson	Stud Aget	
Eric W. Austin Eunice Sasman Jennic Friedland	Stud. Asst	
Jennie Friedland John Conlin	Clerk	
Matilda L. Snyder	Messenger Clerk	
Susie M. Smith	Stenographer	
Edith C. Harlacher	Stenographer, Univ. Ext.	
Bertha Matson	Stenographer, Univ. Ext	
Albert Leonard	Stenographer, Univ. Ext. Stenographer, Univ. Ext. Stenographer, Univ. Ext. Clerk, Univ. Ext. Clerk, Univ. Ext.	
Albert Nebel	Clerk, Univ. Ext	
Hortense Salter Emma D. Stone	Copy holder	
J. M. Smith	Draftsman and Chief Engr	
Alice A. Thompson	Clerk	
Harold Myers	Stud. Asst.	
Sam Fisher	Stud. Asst. Stud. Asst.	
MUD. IN. COUNT	N. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.	

Name.	Position.	Com- pensa- tion.
	Competitive Class.	
Schwartz	Stenographer	2 7
lbert Gallistel	Supt. Heating Station	75 0 65 0
ar Werner	Draughtsman	39 9
ertha Vates	Stenographer	37 5
dethe T AF That	Stenographer	5 5 5 1
rane B. Davis	Stenographer	27 5
M. Post	Mechanician	100 0
R. J. Lorenz	Mechanician	100 0 20 0
ariek Lynaugh	Janitor	20 0 55 0
90. Willott	Janitor	55 0
W. Deards	Janitor	50 0
illis Morse	Janitor Janitor	55 0 30 0
m, Post	Janitor	55 0
d. Schanol	Supt. Clk	60 0
C. Kane	Janitor Janitor	50 0 50 0
walles Botty	Janitor	55 (
MI. Runkow	Janitor	50 0
ou Sparling	Janitor	50 0
in Dresen	Janitor Janitor	45 (55 (
Trasser	Janitor	30 0
- L. Post	Janitor	50 0
Schoening T. Morgenson	Janitor	45 0 50 0
MICE LATORIT	Electrician	\$62.56
	Steam Fitter	85 00
ward L. Miles	Steam Fitter	60 00 58 20
	Steam Fitter	51 75
	Plumber	75 00
bhert Redet	Assistant Plumber	£0 00 28
C. Braun	Machinist, per hour	26
nel Kately	Machinist, per hour	25
P. Sheiran	Machinist, per hour	331
& Ripple	Machinist, per hour	8 5 3 36
A. Gross	Machinist, per hour	32
C Rahoust	Janitor	55 00
P. Commission of the same	Janitor	55 00 55 00
The Control of the Co	Janitor	30 00
THE CONTRACTOR	Janitor	55 00
Shriner D. Donlin	Tool room attendant	20 00 50 00
Mueller	Janitor	40 00
N. A. STREETING	Janitor	55 00
Hillian Territoria	Engineer	60 00 40 00
The Wetzel	Janitor	50 00
Pastman	Policeman, per day	2 00
The Court of the C	Janitress	16 00
The state of the s	Page	17 00 75 00
Plper	Night Watch	30 00
	Page	10 00

Name.	Position.	Com- pensa tion.
	Competitive Class.	
Thos. Ellis	Chief Engineer	80 00
esse Russell	Engineer	70 00
orle LeHew	Engineer Fireman	70 00 60 00
Honry Clifcorn	Fireman	60 00
Henry Clifcorn Harry Dver	Fireman	80 00
rving Mutchler	Chief Carpenter	100
Thus. O. Coyne	Carpenter, per hour	34
Jugo Dohr	Carpenter, per hour	84
Thris Swenson	Carpenter, per hour	34 34
/ A T		45
Indrew Thompson	Electrician	100 00
ternara A. Gesell	Statistical work, per nour	30
George Hutton	Foreman	75 00
L. Anderson	Foreman	50 00 2 70
dalvn Bibbs	Clork and Stanographer	40 00
etta Veerhusen	Clerk 'per hour	15
V. I. Showers	Carpenter, per day Clerk and Stenographer Clerk, per hour Clerk	50 00
V. L. Showers M. Henwood	BOOKKeeper	70 00
lildred Oakey	Clerk and stenographer	45 00
Inrepret Petran	Stenographer	45 00
illian Minch	Clerk, per hour Creamery Assistant	20 00
V. E. Markey	General Assistant	75 00
al. Herrlein	Foreman	55 0 0
. Cass	Night Watch Night Watch	60 00
'. C. Budd	Night Watch	55 00
L. Sweemer	Night Watch	50 00 45 00
ndie Mills	Stenographer Stenographer	50 00
ndie Mills . N. West	Superintendent Dairy Tests Superintendent Dairy Tests Superintendent Dairy Tests Superintendent Dairy Tests Superintendent Dairy Tests Superintendent Dairy Tests	40 37
uul Skeflo I. M. Peck V. H. Gardner	Superintendent Dairy Tests	49 07
M. Peck	Superintendent Dairy Tests	26 54
R. H. Gardner	Superintendent Dairy Tests	60 48 48 30
ellie E. Griffiths	Clerk and Stenographer	48 80 60 00
R Charles	Janitor	55 00
nna K. Fledler	Proof Reader	75 00
THO THE I REDUCEDE	Clerk and Stenographer	55 00
linnie Kelley gnes Esser	Clerk and Stenographer	55 00 53 00
largaret Lynch	Clerk and Stenographer	50 00
usie Schwartz	Clerk and Stenographer	47 00
lonica Kleinheinz	Clerk	40 00
delaide Kleinheinz	Clerk, per hour	15
lara E. Quan	Clerk, per hour Clerk, per hour	15 15
dna Fewson	Purchasing Agent	125 00
	Labor Class.	, 00
. A. Brockway	Elevator operator	45 00
Vm Diebold	Teamster	50 00
ohn Haak	Laborer	50 00
corge Wehrle	Laborer, per hour	20
Valter Post ohn Meyers	Laborer with team, contract, per hr.	50
lerritt Boyd	Laborer with team, contract, per hr. Laborer, per hour	50 20
Vm. Cunningham	Laborer, per hour	#U 20
ate Nolan	Charwoman	80 00
llen Link	Charwoman	80 00

Name.	Position.	Compens tion
	Labor Class.	
Biliig	Laborer with team, contract, per hr.	5
eorge Comstock	Laborer with team, contract, per hr.	5
A. Philamalee	Laborer with team, contract, per hr.	. 5
. Cline	Laborer	50 0
enry Schofield	Laborer	50 0
enry Steenbock	Laborer Laborer, per hour	50 0
o. Anderson	Laborer, per hour	2
un Thingstad	Laborer, per hour	ŝ
lw. Teckmeyer F. Groth oris. Neu	Laborer, per hour	2
. F. Groth	Laborer, per hour	2
ris. Neu	Laborer, per hour	2
10. Lemberger	Laborer, per hour	2
J. Connor	Laborer, per hour	5
dney A. Cripp	Laborer, per hour	2
Larson	Laborer, per hour	
Hartwick	Laborer, per hour	2
m. Temple	Laborer, per hour	2
us. Anderson	Laborer, per hour	2
an Bauhs	Drayman	60 (
m. Hammersley	Teamster	55 (
ank Casserly	Helper	55 (
s. Herrlein	Laborer, per day	1 5
on Duke	Painter, per hour	3
rank E. Smith	Laborer, per hour	- 3
aniel Shay	Laborer, per hour	3
rank Westbury	Laborer, per hour	ŝ
Thur Westbury	Laborer, per hour	2
N. Outzen	Laborer, per hour	5
din Wolff	Laborer, per hour	2
argaret Fitzpatrick	Laborer, per hour	27 7
ances Fitzpatrick	Assistant Bell Maid	10 8
and Fitzpatrick	Charwoman	23 0
innie Reese	Chambermaid	42 (
ney Law	Chambermaidi	27 (
ary Poss	Charwoman, per hour	1
e Matthews rman Dauck	Head Teamster	55 (
Ahrens	Teamster	50 (48 (
m. Henning	Teamster	45 0
Gauert	Cement worker	58 0
Snaddon	Laborer	50.0
Nolan	Laborer	48 (
H. Rogers	Laborer	50 0
Kirst	Laborer	48 (
J. Roberts	Laborer	45 C
ary Dauck	Laborer	50 (
Russell	Laborer	45 0
J. Oesterlich	Laborer	45 0
n Peters	Assistant	65 0
Zerhel	Assistant	45 0
Gundlach	Laundress	5
Steffen	Delivery man	60.0
J. Delwiche	Swine herdsman	75 0
W. Fox	Beef, Cattle, etc	70 0 75 0
W. Fox	Assistant Dairy Herdsman	50 0
P. Nelson	Assistant Dairy Herdsman	42 0

Name.	Position.
	Labor Class.
. Enders	Assistant Shepherd
m. Fox	Herdsman
. Larkin	Laborer
. Potter	Laborer
. Wieffenback	Laborer
imes Johnson	Laborer
aggie Shine	Charwoman, per hour
. Astell	Laborer, per hour
m. Parr	Laborer, per hour
ohn_Bloomer	Laborer, per hour
eo Bloomer	Laborer, per hour
nul Cranefield	Laborer, per hour
arion Cranefield	Laborer, per hour
ewell Dodge	Laborer, per hour
Gratz	Laborer, per hour
m. Maloney	Laborer, per hour
las Rowley	Laborer, per hour
ester Bakken	Laborer, per hour
ina Goldben	Laborer, per hour
iola Brantsmeyer	Laborer, per hour
ldoen Stenjem	Laborer, per hour
rwin Sale	Laborer, per hour
ilfred Evans	Laborer, per hour
illie Stehr	Laborer, per hour
has. Harmon	Laborer, per hour
rnest Trantin	Laborer, per hour
len Vitsne	Laborer, per hour
enry Rowley	Laborer, per hour
. J. Delwiche	Superintendent Sub. Station
red Wendt	Laborer with team, contract
m. Peterson	Laborer
rwin Juhl	Laborer, per day
oy Hunt	Laborer, per hour
D. Bigelow	Laborer
J. Barker	Laborer with team, contract, per day
rover Bellile	Laborer, per hour
arl Bellile	Laborer, per hour
enry O'Brien	Laborer, per hour
elmer Hansen	Laborer, per hour
. Jorgensen	Laborer, per hour
H. Post	Laborer
arl Hansen	Laborer
obert Charles	Laborer
rs. Cora Cutler	Charwoman, per hour
arguret Bond	Charwoman, per hour
arvey Sandell	Assistant in Soils
. L. Musback	Field Assistant

SUPREME COURT.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
K. Conover	Court Reporter	\$250 (
rthur McLeod	Stenographer	
lnomas Coleman	Janitor	65 (
. H. Beyler	Meggenger	75
nomas P. Nelson	Stenographer	100 (
IIIDPIT LIGAR	'Stenographer	100 (
vate Kershaw	Stenographer	100 (
ioratio Winslow	Stenographer	100 (
rederick W. Arthur	Proof Reader	125 (
illa M. Law	Stenographer	100 (
Arthur J. Hughes	Stenographer	100

NORTHERN HOSPITAL FOR THE INSANE.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
Katherine Gilson	Stenographer	\$00 00
	Non-Competitive Class.	
A. P. Aller L. E. Gilson Minnie Schriber	Steward (B.) Assistant Steward (B.) Matron (R. & B.)	\$100 00 70 00 50 00
· ·	Competitive Class.	
A. Sherman Thos. R. Jones R. J. Dysart J. V. N. Sonn Ed. Misckler P. C. Hansen Chas. Schoeinan Clara Genter Johann Proschinger Emma Austin Henry Erkstein George Davis William Griffith George Freeborn W. L. Muttart W. H. Chase Walter States	Attendant (R. & B.) Attendant (R. & B.) Attendant (R. & B.) Attendant (R. & B.) Attendant (R. & B.) Attendant (R. & B.) Attendant (R. & B.) Attendant (R. & B.)	\$140 00 83 :3 65 00 50 00 62 00 45 00 31 00 30 00 40 00 40 00 40 00 40 00 40 00
D. S. Roll	Attendant (R. & B.) Attendant (R. & B.)	87 00 35 00
Frank Grusnick	Attendant (R. & B.) Attendant (R. & B.) Attendant (R. & B.)	32 00 27 00 30 00
A Hooker George W. Horton	Attendant	38 00 30 00
R. P. Vogler Chresce Nelson	Attendant (R. & B.) Attendant (R. & B.) Attendant (R. & B.)	25 00 36 00 80 00

NORTHERN HOSPITAL FOR THE INSANE—Continued.

Name.	Position.	pensa tion.
	Competitive Class.	
eorge H. Hatch	Attendant(R. & B.)	28
enry Behr	Aftendant(R. & B.)	31
V. D. Pitcher	Attendant	26
V. D. Pitcher	Attendant (R. & B.)	26
R Fernholz	Attendant	26
R. Fernholz	Attendant	32
lenry Risse	Attendant	26
larry Shorey	Attendant	26 27
E. Grignon	Attendant (R. & B.) Attendant (R. & B.) Attendant (R. & B.)	26
J. Wilson	Attendant	26
'. R. Dethart	Attendant	20
. F. Aldridge	Attendant(16. & 18.)	30
red Luchke	Attendant	25 25
tto Wishnowskyred Vater	Attendant (R. & B.)	25
bert Helwig	Attendant (R. & B.) Attendant (R. & B.)	25
m Kank	Attendant	27
V. E. Whitleylyde Dallman	Attendant	25
lyde Dallman	Attendant	25
red Wolff	Attendant(R. & B.)	25
S. Dooley	Attendant	25 25
has. C. Hortonaroline Anderson	Attendant	
lara Baxter	Attendant	25
nna Cramer	Attendant(R. & B.)	25
arbara Brown	Attendant(R. & B.)	21
largaret Riley	Attendant	23
ong Reimer	! Aftendant(R. & B.)	25 25
atherine Lemke era Bell	Attendant	
larissa Whittemore	Attendant	22
lanche Jewett	Attendant(R. & B.)	22
ary Cavanaugh	Attendant	25
lattie Ohde	Attendant	20 21
ay Golden	Attendant	23
tollie Grosser	Attendant	22
ancy Burke	Aftendant(R. & B.)	25
unline Walters	Attendant (R. & R.)	21
otherine Phillips	Attendant(R. & B.)	21
ottie Blasenna Pitzka	Attendant	21 23
elia Spellman	Attendant (R & R)	25
earl Cummings	Attendant	22
linnie Heinzel	Attendant(16. & 15.)	20
Inhel Jones	Attendant(R. & B.)	20
nna Gahagan	Attendant(K. & B.)	25
aura Washburn	Attendant	20 20
lary Windherst	Attendant	20
. H. Farrow	Upholsterer(R. & B.)	47
/. II. Brink	Launderer(R. & B.)	40
has. Hansen	! Cook, rear(B.)	60
oulse Steinert	Attendant(R. & B.)	20
llen Shigner		20 20
file Haines	Attendant	26
ennie Craig	Attendant	23
gnes Crawford	Attendant (R. & B.) Attendant (R. & B.)	80
A Tohngon	(R. & B.)	(10)
M Remis	Engineer	90

NORTHERN HOSPITAL FOR THE INSANE—Continued.

Name.	· Position.	Com- pensa- tion.
	Labor Class.	
Ernest Root	Night Engineer(R. & B.)	50 00
wm. Lapham	Fireman(B.)	50 00
ohn Johnson	Fireman(B.)	35 00
Otto Frey	Fireman(B.)	35 00
oan Davis	Gardener,(B.)	75 00
ulius Pistohl	Mason(B.)	65 00
Margaret O'Dell	Assistant Center(R. & B.)	12 58
Artuur McDonald	Attendant	9 68
laggie Madsen	Baruman(R. & B.)	31 00
eorge Lamuth	Baker(R. & B.)	(0 00
Theat Geiger	Assistant Baker(R. & B.)	34 00
nad. Lalonde	Barber(R. & B.)	30 00
. Clink	Butcher(R. & B.)	30 00
. J. Beth	Cartman(R. & B.)	31 00
lara Eisenach	Assistant Center(R. & B.)	15 00
ena Erfert	Assistant Center(R. & B.)	20 00
. I. Harwood	Painter	55 00 40 00
Kennison	Assistant Cook, rear(R. & B.)	32 00
lary White	Cook Center	25 00
ay Hoeper	Cook Center, Assistant(R. & B.)	17 00
J. Davis	Cowman(R. & B.)	45 00
has. Swanson	Farmer(R, & B.)	30 00
aris Madsen	Farmer(R. & B.)	50 00
agust Sorge	Farmer(R. & B.)	28 00
onn Owens	Farmer(R, & B.)	25 00
artin Peterson	Farmer (R. & B.)	28 00
ari Thompson	Farmer(R. & B.) Farmer(R. & B.)	28 00 28 00
sa Starks	Farmer(R. & B.)	28 00
arold Monroe	Assistant Gardener(R. & B.)	(0 00
elia Dunu	Laundress(R. & B.)	25 00
atilda Carmohn	Laundress(R. & B.)	16 00
ulu Eisenach	Laundress(R. & B.)	15 00
ella Schriber	Laundress(R. & B.)	15 00
a Heckner	Laundress(R. & B.)	15 00
mma Wegner	Laundress(R. & B.)	15 00
innie Regolinabei Bast	Laundress(R, & B.) Laundress(R, & B.)	15 00 14 00
artha Ost	Laundress	14 00
ertha Olto	Laundress(R, & B,)	14 00
ona Locke	Laundress(R. & B.)	14 00
W. Payn	Night Watch(R, & B.)	37 00
Stenck	Night Watch	32 00
mes Hend	Night Watch(R. & B.)	35 00
ns. Sorenson	Night Watch(R, & B.)	30 00
ha Wileynanda Van Seggern	Night Watch(R. & B.)	30 00
ma Van Seggern	Night Watch(R. & B.) Night Watch(R. & B.)	22 00
strice Laidlow	Night Watch	22 00
rtha Barth	Night Watch(R. & B.)	22 00
argaret Mohr	Night Watch(R. & B.)	22 00
s. L. J. Stevens	Seamstress(R. & B.)	15 00
dia Palge	Seamstress(R. & B.)	16 00
s. A. Locke	Seamstress(R. & B.)	16 00
ton Kromschinski	Shoemaker(R. & B.)	18 00
rie Heckner	Laundress(R. & B.)	14 00

STATE HOSPITAL FOR THE INSANE.

Name.	Position.	C p€ ti
	Exempt Class.	
Charles Gorst Elizabeth Faust	Superintendent	
	Non-Competitive Class.	
P. D. Cramer, Jr	Steward (R. & B.) Assistant Steward (R. & B.) Matron (R. & B.)	\$
!	Competitive Class.	
M. K. Green August Sauthoff Willard W. Dicker Mary Blakelidge A. C. Nordyl Hazel Chandler George S. Hanson J. S. Smith M. A. Sanders Alma Bentley Wm. Cook M. G. Bentley Thomas Sheppard P. V. G. Esterly J. Elmer Alken C. C. Sampley Grover Bigler Wm. Corrier Mayme Dencen Mary Sullivan Mayme Welsh Anna Currier Hattie Salefsky Elizabeth Rice Emil Bentzine Harry Collier	Physician, 1st Asst	
Harry Collier Geo H. Dray Arthur Fenster John Engen Jas E. Glasspoole Fred W. Lake	Attendant	
Thomas Jones John Owens J. H. Porter Frank Reynolds L. K. Rockwell Ralph Rumary	Attendant (R. & B.) Attendant (R. & B.) Attendant (R. & R.) Attendant (R. & B.) Attendant (R. & B.) Attendant (R. & B.)	
Fred Schaefer Frank Simkins Wm. II. Simpson Alfred Van Heuven	Attendant (R. & B.) Attendant (R. & B.) Attendant (R. & B.) Attendant (R. & B.) Attendant (R. & B.) Attendant (R. & B.) Attendant (R. & B.)	
Harry R. Ward Charles Wheeler Morton Williams Clyde Aiken Grace Boyd Cross Childs	Attendant(R. & B.)	
Grace Conklin	Attendant(R. & B.)	l

STATE HOSPITAL FOR THE INSANE—Continued.

Name.	Position.	Com- pensa- tion.
	Competitive Class.	
Daisy Griffith	Attendant(R. & B.)	24 0
Minnie Henke	'Attendant (R & R)	20 0
Florence Hough	Attendant(R. & B.)	22 0
Elizabeth Malineke	Attendant	22 00 22 00
Marie Mommsen	Attendant(R. & B.)	22 0
28a Park	' Attendant(R. & B.)	21 0
Serdena Pillson	Attendant	21 0
Nell Prim	Attendant	20 0
gnes Sullivan	Attendant	20 0 20 0
ugusta Widokski	Attendant(R. & B.)	20 0
Vm. Free harence Willis	Carpenter(R. & B.)	00 0
E. Baldwin	Engineer	80 0
like Toban	Assistant Engineer(R. & B.) Assistant Engineer(R. & B.)	50 0 50 0
R. Whalen	Assistant Engineer (R. & B.)	35 0
R. Bassett	Fireman(R. & B.)	35 0
ohn Knabel L. W. Lathrop	Fireman(R. & B.)	35 0
agust Braatz	Fireman	35 0
nevold Holatad	Gardener (R. & B.) Mason (R. & B.)	40 0 65 0
Thur Andrews	Painter (R. & B.)	50 0
nest Barker	Attendant(R. & B.)	25 0
	Labor Class.	
attie Blackman	Assistant Center(R. & B.)	\$18 0
cile Clements	Assistant Center(R. & B.)	17 0
zabeth Emery	Assistant Center (R & R)	17 0
ina Orto	Assistant Center(R. & B.)	17 0
Vopalensky vada Wilson rs. T. Anderson ary Dippolt	Assistant Center	18 0
vada Wilson	Cook, rear(R. & B.)	16 0 30 0
rs. T. Anderson	Assistant Rear(R. & B.)	17 0
ary Dippolt	Assistant Rear(R. & B.)	20 0
gegard Kvikne	Assistant Rear	16 0
ina Tarr hn Dawson	Assistant Rear	18 0 22 0
hn Dawson	Night Watch(R. & B.)	28 0
ank N. Adams	Night Watch(R. & B.)	30 0
rank Brose	Night Watch(R. & B.)	28 0
XII H. Wahlin	Night Watch (R. & B.) Night Watch (R. & B.)	32 0 35 0
fred Watson	Night Watch (R & R)	26 0
velyn Caler	Night Watch(R. & B.)	22 0
ona B. Conklin	Night Watch(R. & B.)	22 0
essle Conrad manda Hantke	Night Watch (R. & B.) Night Watch (R. & B.)	25 0
u Tracey	Night Watch (R. & B.) Night Watch (R. & B.)	22 0 22 0
ena Wolff	Cook, Center (R & B)	25 0
ena Wolffary Ashenbrenner	Cook, Center, Asst(R. & B.) Cook, Rear, Asst(R. & B.)	18 0
rederica Engen	Cook, Rear, Asst(R. & B.)	25 0
. Mullarkey	Porter	22 0 22 0
F. Olson	Barber (R & R)	30 0
in Dippolt	Barnman(R. & B.)	:00
it Welsh	Butcher(R. & B.)	25 0
hn Eichmannt Mullarkey	Baker (R, & B.) Cowman (R, & B.) Drayman (R, & B.)	55 0 30 0

STATE HOSPITAL FOR THE INSANE -Continued.

Name.	Position.	pen tio
R. H. Robbins Wm. Peterson R. L. Conway Bertha Allen Mrs. R. L. Conway Bertha Allen Mrs. R. L. Conway Kate Healy Flora Neibuhr Neilie Murphy A. vopalensky Louis Sheppler Wm. Stoite M. J. Friedline Florence Rau Clara Meyers Grace Emery Emil J. Larson Fred Strobock Arthur Gordon Felix Kearney O. Thaden James Weish	Laundress (R. & B.) Laundress (R. & B.) Laundress (R. & B.) Laundress (R. & B.) Laundress (R. & B.) Lawnman (R. & B.) Lawnman (R. & B.) Farmer (R. & B.) Seamstress (R. & B.) Assistant Painter (R. & B.) Teamster (R. & B.)	1
II. J. Greenfield	Upholsterer(R. & B.) Plumber(R. & B.) Assistant Plumber(R. & B.)	;

WISCONSIN STATE PRISON.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	9
Henry Town Rev. G. W. Pepper Rev. S. J. Dowling	Warden	\$1/6 66 76 66 16 66
	Non-Competitive Class.	
J. N. Baumel Mrs. M. H. Schilling Mrs. G. A. Benson	Deputy Warden	83 ; 8 45 43 20 00
	Competitive Class.	
Guy Taft Joch Fuss A. Benson Awin Burbott	Assistant Deputy Warden (R.) Chief Clerk (R.) Record Clerk (R.) Stenographer (R.)	\$75.00 93.33 70.00 45.00
F. J. E. Brown Frry Meenk W. A. Harham	Physician (R.) Keeper South Cellroom (R.) Keeper North Cellroom (R.) Keeper Knitting Shop (R.)	150 00 65 00 63 00
L. Young L.E. Wilbur	Keeper Knitting Shop (R.) Keeper Knitting Shop (R.) Keeper Knitting Shop (R.) Keeper Knitting Shop (R.) Keeper Knitting Shop (R.)	60 00 60 00 60 00
L. Penfield D. Saxton T. Coyle J. Miller	Keeper Knitting Shop (R.) Keeper Knitting Shop (R.) Keeper Knitting Shop (R.) Keeper Knitting Shop (R.)	60 00 60 00 60 00
ouis Peterson	Keeper Knitting Shop(R.) Keeper Knitting Shop(R.) Keeper Knitting Shop(R.)	60 00 60 00 60 00
H. Benway L. Zweiger	Keeper Knitting Shoo (R.) Keeper, Special (R.) Keeper Tallorshop (R.) Chief Engineer (R.)	00 00 00 00 00 00 100 00
Aller McBain	Assistant Engineer (R.) Night Engineer (R.) Overseer Kitchen (R.) Storekeeper (R.)	65 00 60 00 71 78
Maiter A. Bayley Louns Green	Mason	71 76 85 00 70 00 70 00
D. Smith	Farm Guard (R.) Night Captain (R.) Night Guard, Special (R.) Night Guard, Cellroom (R.)	00 00 06 40 00 00 60 00
A. McElroy	Night Guard, Cellroom(R.)	00.00
T. Viel uss Lynn illiam Brenneman A. Sunne	Night Guard, Cellroom (R.) Night Guard, Hospital (R.) Keeper Knitting Shop (R.) Guard, Hospital (R.) Guard, Office (R.)	60 00 60 00 60 00 5:1 7!
ax Fuse homas Purcell W. Harney M. Grinder seph Mahlberg	Guard, Front Gate(R.)	53 75 53 75 53 75
W Worl	Wall Guard (R.) Wall Guard (R.) Keeper, Laundry (R.) Keeper, Laundry (R.) Yardman (R.)	53 75 53 75 53 75 53 75
mer Heath C. Fuller E. Cummings	Vardman	60 00 53 75 53 75

HOME FOR THE FEEBLE MINDED.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
Belle B. Saxton	Stenographer(R. & B.)	\$30 OC
İ	Non-Competitive Class.	
D. C. Hayward	Assistant Steward(R. & B.) Matron(R. & B.)	75 CO 8 0 0 0
Mrs. H. L. Buxton	Matron	35 00
Mrs. S. J. Jenkins	Matron(R. & B.)	45 00
Mrs. W. R. Taylor	Matron(R. & B.)	40 01
Mrs. M. D. Felt	Matron(R. & B.)	:0 00
Mrs. Hattic Searles	Matron(R. & B.)	40 (0
	Competitive Class.	
E. M. Wilson	Physician, 1st Assistant	\$125 00 83 33
W. H. Philpot	Superintendent Const	100 00
O. W. Cartwright	Teacher Band(D.)	50 00
A. A. Gaynor	Teacher Traning	47 00
Cheophila Roemer	Teacher Principal(R. & B.) Teacher Attendant(R. & B.)	45 00 27 00
Arthur Smith	Teacher Attendant	31 00
arl Hanson	Attendant(R. & B.)	33 0
Cerrance J. Knight	Attendant(R. & B.)	:2 00
Vm. Scheuer	Attendant	33 00
B. Wiltrout	Attendant	26 00 26 00
Amrose Collar	Attendant	27 00
'ariton S ('ushing	Attendant(R. & B.)	32 00
Peter Sosinsky	Attendant(R. & B.)	30 00
Harry Butters	Attendant(R. & B.)	28 00
fand Britton	Attendant	28 00 24 00
Mary Corsten	Attendant (R & R)	21 00
Portha Roberts	Attendant(R. & B.)	25 00
Ignes Pagel	Attendant(R. & B.)	22 00
	Attendant	22 (0 21 00
	Attendant	25 00
	Attendant(R. & B.)	27 00
Ayrtle Wilson	Attendant(R. & B.)	21 00
	Attendant(R. & B.)	27 00
illy Mushly	Attendant	26 00 28 00
lara Schroeder	Attendant (R. & B.)	25 00
Birdile Coleman	Attendant (R. & B.) Attendant (R. & B.) Attendant (R. & B.)	24 00
ohanna Peterson	Attendant(R. & B.)	25 00
Inttle Kees	Attendant(R. & B.)	25 00
	Attendant	22 00 25 00
	Attendant	21 00
essie Mills	Attendant(R. & B.)	21 00
hamer Barclay	Attendant(R. & B.)	21 00
Jorena Lavigne	Attendant(R. & B.)	23 00
Nyrtle Humes	Attendant	23 00 23 00
	Attendant (R. & B.)	25 OC
dary Walsh	Attendant(R. & B.)	24 00
Anna Kenyon	Attendant(R. & B.)	21 00
Elizabeth McMahon	Attendant	21 00 25 00

HOME FOR THE FEEBLE MINDED—Contnued.

Name.	Position.	Com- pensa- tion,
	Competitive Class.	
Mable McClellan	. Attendant(R. & B.)	25
Cora Allen	. Attendant(R. & B.)	21
Florence Russell	. Attendant	21 22
Matilda Spaeth	. Attendant(R. & B.) . Attendant(R. & B.)	21
Rena HansonElla Evanson		25
Lena Schwartz		21
Madge M Mickle	. Attendant(R. & B.)	22
'arrie Monat	. Attendant(R. & B.)	22
ana Lee	. Attendant(K. & D.)	25
ena Schulz	Attendant(R. & B.) Attendant(R. & B.)	21 22
rs. Theo. Haskins		24
angna Erickson		22
arrie Leonhart		24
melia Rehn	Attendant(R. & B.)	21
fargaret Mangan	Attendant(R. & B.)	24
largaret Mangan	Attendant(R. & B.)	25 22
dith Stockney	Attendant(It. & D.)	22 25
elia Erd . W. Busch	Curportor (R & R)	75
A. Hornbeck	Carpenter	25
erna Mathiewson	Attendant(R. & B.)	25
B. Bride	Attendant (R. & B.)	32
aggie Ihle		24
elia Pfeil	. Attendant(R. & B.)	25
rank E. Titus	Assistant Engineer(R. & B.)	45 60
obn Mitchell		45
arnest Flinthas, Guse A		35
homas Haskins	Fireman (R. & B.) Foreman (D.)	35
artin Peterson	Foreman(D.)	70
. O. Bible	Gardener(R. & B.)	60 27
ettie Kane	Supervisoress (R. & B.) Steamfitter (D.)	90
has. T. Stock, Jr rank G. Hatch	Plumber	105
G. Hatel	Labor Class.	
and Tables	(5.0.5)	\$59
rnt Dahley	Butcher(R. & B.)	45
vin Klatt	Asst. Carpenter, per day(R. & B.)	2
as. Rauden strauch		2 2
ule Mercier	Asst. Carpenter, per day(R. & B.) Asst. Carpenter, per day(R. & B.)	2
rnard Coleman	Asst. Carpenter, per day(R. & B.)	ž
fred Williams olph La Piere	LAsst Carpenter, Der (197(16. & 15.)	2
ace Butters	Seamstress(R. & B.)	25
	Laundress	21
ttle Patterson		30
ttle Patterson	Farmer Assistant(R. & B.)	
ttle Patterson as C. Peterson onard Stone		
ttle Patterson is C. Peterson ohard Stone in Johnson		1
ittle Patterson as C. Peterson onard Stone in Johnson effic Picard	Laborer, per day	1 2
ittle Patterson as C. Peterson onard Stone in Johnson effle Picard in Sullivan	Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer with team, per day (R. & B.)	1 2 2
ittle Patterson as C. Peterson onard Stone in Johnson effle Picard on Sullivan cer Gillette	Laborer, per day	1 2 2 3 21
ittle Patterson as C. Peterson onard Stone in Johnson effle Picard an Sullivan eer Gillette rolyn Kleiner ith M. Felt	Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer with team, per day (R. & B.) Center (R. & B.) Center (R. & B.)	1 2 2 3 21 25
ottle Patterson ss C. Peterson onard Stone in Johnson effile Picard in Sullivan rer Gillette rolyn Kleiner ith M. Felt i Brown	Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer with team, per day (R. & B.) Center (R. & B.)	1 2 2 3 21 25 23
ottle Patterson ss C. Peterson onard Stone in Johnson effle Picard in Sullivan rey Gillette rolyn Kleiner ith M. Felt i Brown Miller	Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer with team, per day (R. & B.) Center (R. & B.)	1 2 2 3 21 25 23 2
ottle Patterson as C. Peterson onard Stone hn Johnson effle Picard an Sullivan eer Gillette rolyn Kleiner ith M. Felt s Brown Miller ulter Kurth	Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer with team, per day (R. & B.) Center (R. & B.)	1 2 2 3 21 25 23 2
attle Patterson as C. Peterson onard Stone hn Johnson effic Picard bn Sullivan rey Gillette rolyn Kleiner oth M. Felt Brown Miller diter Kurth y White onse Vallequett	Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer with team, per day (R. & B.) Center (R. & B.) Center (R. & B.) Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer, per day (R. & B.) Laborer, per day (R. & B.)	1 1 2 2 3 21 25 23 2 1 1

HOME FOR THE FEEBLE MINDED—Contnued.

Name.	Position.	Com- pensa- tion.
	Labor Class.	
Richard Grant	Mason, per day(R. & B.)	5 00
Edward Leduc	Laborer, per day(R. & B.)	1 8
Mike Thaler	Asst. Carpenter, per day(R. & B.)	2 50
F. P. Howe	Asst. Carpenter, per day(R. & B.)	2 2
Al Colin	Asst. Carpenter, per day(R. & B.) Clothes Keeper(R. & B.)	20 250
Lydia Bailey	Cook	25 0
Mary E. Vosberg	Cook(R. & B.)	25 0
Laura Blair	Cook(R. & B.)	23 0
lattie White	Dining Room(R. & B.)	25 0
Pearl McClellan	Dining Room(R. & B.)	25 0
Bessie Fisk	Dining Room(R. & B.)	51 ()
Bessie Britton	Dining Room(R. & B.) Dalryman(R. & B.)	24 0 35 0
John H. Abrams	Farmer	42 0
Frank Redman	Assistant Farmer(R. & B.)	40 0
Ienry Redman	Assistant Farmer	37 0
Samuel Hearn	Assistant Farmer(R. & B.)	30 0
James Abrams	Assistant Farmer(R. & B.)	30 0
Rome G. Brown	Assistant Farmer(R. & B.)	
Wm. Taylor	Assistant Gardener(R. & B.)	
Harvey F. Mader	Assistant Gardener(R. & B.) Laundress(R. & B.)	
Florence Connell	Laundress	25 U
John Hagen	Laborer, per day(R. & B.)	1 8
John Bruehling	Laborer, per day(R. & B.)	18
Wm. Hanson	Laborer, per day(R. & B.)	18
Peter Trepannier	Laborer, per day(R. & B.) Laborer, per day(R. & B.)	18
Lyson Trepannier	Laborer, per day(R. & B.)	1.8
Andrew Barney	Laborer, per day(R. & B.) Laborer, per day(R. & B.)	18
David Arnold	Laborer, per day(R. & B.)	1 8
Wm. Cornelia	Laborer, per day(R. & B.)	3 2
James Agnew	Laborer, per day(R. & B.)	3 2
E. Barrett	Painter, per day(R. & B.)	2 -
Andrew Shirley	Painter, per day(R. & B.)	2 :
Chester Hiler	Painter, per day(R. & B.)	2 5
r. Tibbetts	Painter, per day(R. & B.)	2 5 25 0
Lydia Lintz	Seamstress(R. & B.) Night Watch(R. & B.)	45 (
Joseph Crowley	Night Watch	42 0
Hanson Hilton	Night Watch(R. & B.)	35 0
Rose Nolop	Night Watch(R. & B.)	26 0
Mina Brown	Night Watch(R. & B.)	26 0
Robert Agnew	Laborer, per day(R. & B.)	18
Geo. Brewster	Laborer with team, per day (R. & B.)	
John Costerisan	Laborer, per day	3 0
Ed. Moore	Laborer, per day(R. & B.) Laborer, per day(R. & B.)	1 8 1 8
Thos. J. Duncan W. F. O'Connell	Helper Steamfitter, per day (R. & B.)	25
Hans Karsrud	Teamster	45 0
R. J. Busch	Tinner, per day(R. & B.)	4 0

WISCONSIN INDUSTRIAL SCHOOL FOR BOYS.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
A. J. Hutton	Supt. and Steward(R. & B.) Stenographer(R. & B.)	\$208 83 25 00
	Non-Competitive Class.	
	State Agent	\$91 66
Mrs. Bradley Fletcher	Matron	20 00 100 00
Its. S. Gilmore	Matron(R. & B.)	20 00
	Matron	20 00 25 00
dary Bornheimer	Matron (R. & B.)	20 00
nna R. Bryant	Matron	20 00
ell Philip frs. H. E. Philip	Matron	20 00 20 00
irs. G. W. Olson irs. H. E. Layne	Matron	*
m. H. E. Layne	Matron(R. & B.)	20 00
frs. J. A. Gunning frs. A. J. Hutton	Matron	20 00 41 66
	Competitive Class.	
B. Noble	Physician	\$40 00
E. Davies II. Froemming	Physician	40 00 80 00
J. Waterman	Music Teacher	50 00
S. Roeseler	Principal(B.)	126 66
· L. Andrae · A. Grover	Carpenter	70 00 85 00
B. Shock	Assistant Engineer(R. & B.)	50 00
O. Klatt	Assistant Engineer(B.) Family Officer(R. & B.)	60 00 50 00
radley Fletcher	Family Officer	50 (0
P. Gilmore J. Burk	Family Officer(R. & B.)	50 (0
D. Booth	Family Officer	60 00 40 00
E. Bryant	Family Officer(R. & B.)	59 00
m Boyd	Family Officer(R. & B.)	45 (0
E. Philip	Family Officer	50 00 50 00
A. Gunning	Family Officer(R. & B.)	50 00
	Gardener	45 CO 89 OO
	Cook	45 00
C. Dousman	Farm and Stock	50 CO
G. Owens	Night Watch(B.)' Painter and Blacksmith(R, & B.)	50 00 60 00
	Shoemaker(B.)	50 01
rman Thiele	Tailor(B.)	
rman Thiele		65 00 45 00 65 00

[·] Maintenance.

WISCONSIN INDUSTRIAL SCHOOL FOR BOYS-Continued.

Name.	Position.	Com- pensa- tion.
	Labor Class.	
Mary Boyd	B. D. Room(R, & B.)	\$22 50
Mrs. M. Jojnson	Assistant Cook(R. & B.)	26 00
Etta Schmeer	General Work(R. & B.)	
Tom Davis	General Work(R. & B.)	35 00
Jennie Hargrave	General Work(R. & B.)	00 02
Mrs. W. A. Steele	General Work(R. & B.)	20 00
Mrs. Alice Machamer	General Work(R. & B.)	20 00
Fred Burmeister	General Work(R. & B.)	35 00
P. T. Sullivan	General Work(R. & B.)	85 00
Rose Mulholland	Supt. House Work(R. & B.)	20 00
Lenos Krebs	Laundry(R. & B.)	65 00
	Officer Dining Room(R. & B.)	20 00
Bell Purvis	Sewing Room(R. & B.)	20 00
Julia Rayford	Reception(R. & B.)	20 00

SCHOOL FOR THE BLIND.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
Mrs. Clara Langtry	Asst. Stew. and Sten(R. & B.)	\$40 00
	Non-Competitive Class.	
Pruella Clark Margaret Davidson Alice Miller	Matron (R. & B.) Supervisor (R. & B.) Assistant Matron (R. & B.)	\$41 66 25 00 40 00
	Competitive Class.	
A. J. Hogan Jean Heding Henry Bail Jean Heding Henry Bail Jea O'Rouke Ebert Loveland Mrs. Hittle Smith M. Ada Turner Mabel E. Hamley Laura Engleson Adele Medlar Herry Admis Frank P. Bron H. G. Arnold Jos. Siehr Elizabeth McGrath Liberily Coburn Liberily	Vocal Teacher (R. & B.) Orches, Teacher (R. & B.) Piano Tuning Teacher (R. & B.) Work Teacher (R. & B.) Work Teacher (R. & B.) Kindergarten Teacher (R. & B.) Manual Training Teacher (R. & B.) Literary Teacher (R. & B.) Literary Teacher (R. & B.) Literary Teacher (R. & B.) Literary Teacher (R. & B.) Literary Teacher (R. & B.)	\$70 00 50 00 50 00 50 00 50 00 60 60 60 60 60 60 60 60 60 60 60 60
nna Kirby heresa Sorenson lary Murphy lary O'Rouke nna Christofferson innie Forsyth ildred Wills mma Pflughoeft ary Hay nggie Hay nekla Kerl nrtha Vogel lda Giese ret Davies me Anderson rbara Fontaine ry Zennan	Janitress	18 00 18 00

SCHOOL FOR THE DEAF.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
ellie M. Passage	Stenographer	\$ 33 0
	Non-Competitive Class.	400 0
I) Fisks	-	000.0
. D. Fiske Irs. E. W. Walker	Assistant Steward(R. & B.) Matron(R. & B.)	\$60 0 41 7
une Cannon	Assistant Matron(R. & B.)	33 0
. J. Vincent	Boys' Supervisor(R. & B.) Assistant Boys' Supv(R. & B.)	45 0 24 0
Carapacia	Competitive Class.	21 0
ohn Maana	•	
heo. Gilbert	Engineer (R. & B.) Assistant Engineer Assistant Engineer Curpenter	\$37 5 52 5
n Rue Stark	Assistant Engineer	35 0
C. Eckert	Carpenter	65 0
. C. Larsenouis Sheron	Printer	75 0 60 0
. W. Kirk	Baker	55 0
hillip B. Ling	Watchman	35 (
A. Cochrane	Teacher Teacher	120 (
arren Robinson	Teacher	110 (110 (
eth W. Gregory aul Lange	Teacher	110 (
A. Congdon	Teacher	120
homas Hagerty	Tencher Tencher	100 (85 (
J Neesan	Teacher(R. & B.)	55 (
IIIII TA HODATI	Teacher	75 (
lsie M. Steinke lary D. Fonner lizabeth Rhodes	Teacher Teacher	70 (70 (
lizabeth Rhodes	Teacher	70 (
rances E Fowler	Teacher	70 (
lies T. Coburn ary Williams tella Fiske atle Winston	Teacher Teacher	70 (65 (
tella Fiske	Teacher	60 (
atle Winston	Teacher	60 (
atherine Williamsthelwyn Hammond	Teacher	60 (40 (
lara Henderson	Teacher	25 (
dith Fitzgerald	Teacher	25 (
etsy Larsen	Tencher Milliner	25 (10 (
· · · · · · · · · · · · · · · · · · ·	Labor Class.	10 1
lice S. Fisher	Barnman	\$30 (
athorina Williams	Usher and Nurse(R. & B.)	24
F. E. Means	Nurse(R. & B.)	24
lavine Knight	Cook	24 (\$21 (
indice Mainwairing	Superintendent's Cook(R. & B.)	21
atherine Tulley Isie Manwaring	Ironer(R. & B.)	18
lorence Cou thard	Laundress	18 (16 (
ora Cashel	Waiter(R. & B.)	16
Inria Marty	Waiter /R & R \	16 (
Inbel Hegge	Chamber Maid	16 16
ridget Bleveney label Hegge lvina Berndt	Seamstress	16
rrilla Herrick	Laborer (R. & B.) Teacher (R. & B.) Teacher	22 (
and the de		56

STATE PUBLIC SCHOOL FOR DEPENDENT CHILDREN.

Non-Competitive Class Non-Competitive Class	\$91 66 83 33 30 00 50 00 41 60 70 00 80 00 21 00 30 00 45 00
Non-Competitive Class Non-Competitive Class	91 66 83 33 30 00 50 00 41 66 70 00 80 00 20 00 21 00 30 00
A. F. Brandt State Agent (R. & B.) E. M. Loomis State Agent (R. & B.) Dr. W. T. Sarles State Agent (R. & B.) Dr. W. T. Sarles Physician sabel C. Park General Matron (R. & B.) R. J. H. Her Assistant Steward (R. & B.) Anzie Fanning Matron "A" (R. & B.) Anzie Fanning Matron "B" (R. & B.) May Masters Matron "C" (R. & B.) May Masters Matron "D" (R. & B.) Heien Mitchell Matron "D" (R. & B.) D. G. Williams Boys' Supervisor (R. & B.) Caroline Harris Teacher (R. & B.) Garoline Harris Teacher (R. & B.) Henrietta Zander Teacher (R. & B.) Henrietta Zander Teacher (R. & B.) J. C. Venus Engineer (House) G. A. Reece Fireman (R. & B.) H. E. Ramin Buker and Cook (B.)	83 33 30 00 50 00 41 66 70 00 80 00 20 00 21 00 30 00
State Agent (R. & B.)	83 33 30 00 50 00 41 66 70 00 80 00 20 00 21 00 30 00
Caroline Harris Teacher (R. & B.) Caroline Harris Teacher (R. & B.) Margaret Harris Teacher (R. & B.) Henrietta Zander Teacher (R. & B.) Mable Bush Teacher (R. & B.) J. C. Venus Engineer (House) G. A. Reece Fireman (R. & B.) H. E. Ramm Bayler and Cook (B.)	
Gardine Harris Teacher (R. & B.)	
Herman Mathews	\$.0 00 30 00 30 00 50 00 30 00 65 00 30 00 60 00 35 00
Florence Lawson Matron Supply !(R. & B.) Indie Jersey Matron Supply !(R. & B.)	23 00
Ruth Davis (R. & B.)	20 00 19 00
Edith Beck (R. & B.) Fertha Willerub (R. & B.) Chbr. Md. and Dn. Rm. (R. & B.)	18 00 14 00
Fertha Willgrub Chbr. Md. and Dn. Rm. (R. & B.) Nettie Murphy Chamber Maid (R. & B.) Clara Walker Chamber Maid (R. & B.)	14 00 16 00
ma Buchholz Dining Room Girl (R. & B.)	14 00
Martha Quackenbush Dining Room Girl	15 00 15 00
Fred Davis Driver (R. & B.) H. M. Pierson Farmer (R. & B.)	30 00 30 00
Emil Goldbeck Night Watch	40 03
Laura Pierson Helper (R. & B.) August Janke Gardener (R. & B.)	5 00 35 00
Tarrie Allen	1 50
Anorea Avery Laundress (R, & B.)	23 00
Laundress (R & B)	15 00 14 00
Indrey Lovell	11 00
Assistant Matron (R. & B.) Beedle Assistant Matron (R. & B.) Assistant Matron (R. & B.)	14 00 20 00
iora Johnson	15 00
Ina Potts Assistant Matron (R. & B.) Ina Almvig Assistant Matron (R. & B.)	14 00 15 00
larissa Sith Night Nurse (R. & B.) label Dey Assistant Matron (R. & B.)	

GREEN BAY REFORMATORY.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
Barney Dailey	Overseer of Granite Cuttting	\$125 00
	Non-Competitive Class.	
O. E. Bickford		
Chas. McKenzie	Band Master	16 00
Isabelle Hinsdale	Choir Master	10 00
isabelle Hillistate	(Agamst	5 00
	Competitive Class,	
r. J. Bast	Clerk	\$65 (0
I. E. Engstrom	Tailor(D.)	50 32
R. L. Luther	Foreman(D.)	45 24
F. E. Rice	Kitchen Overseeer(D.)	75 00 60 01
I. J. Angel	Engineer(D.)	65 00
Ira Clark	Assistant Engineer(D.)	61 85
L. Williams	Farmer(D. & H.)	60 CO
F. H. Koch	Mason (D.)	56-61
D. H. Cooley	Teacher and Str. Kpr(R. & B.) Teacher Guard(D.)	60 (0
I. B. Gross	Teacher Guard(R. & B.)	5 i 14 5 J (0
F. R. Brigham	Teacher Guard(D.)	(.0 00
J. I. Carter	Teacher Guard(D.)	69 60
F. J. Seeman	Teacher Guard(R. & B.)	50 00
Frederick Vater	Teacher Guard(D.) Guard(R, & D.)	30 65 45 00
Wallace Young	Guard(D.)	55 00
Frank Boyd	Guard(R. & B.)	45 00
J. A. Clark	Guard(D.)	47 91
J. H. Golden	Guard(D.)	55 00
I. A. Frantz F. W. Wahlraff	Guard(D.) Guard(D.)	55 (0)
'. H. Powers	Guard(D.)	55 00 55 00
E. E. Chamberlain	Brickmaker(D.)	70 (0
David Kiley	Night Guard(R. & B.)	45 00
John Skoglind	Night Guard(R. & B.)	55 00
F. B. Higgs	Night Guard	55 00 65 00
,. n. danor		6) (0)
	Labor Class.	
A. Keinmeter	Farmer(D.)	55 00
Mary Le Moine	Housemaid(R. & B.)	20 00
Thas. Olsen	Tool Sharpener	45 10

TUBERCULOSIS SANITARIUM.

Name.	Position.	Compensation.
	Exempt Class.	
Minnie Wilmot	Stenographer	20 đ
	Non-Competitive Class.	
Frank Schoen	Assistant Steward	\$75.0
Wina L. Dietrichson	Matron	42 6
Ernest Marin	Cook and Baker	55 0
	Competitive Class.	
Claude Scott	Chief Engineer	\$65.00
BILL Smith	Engineer	(0.0
1 HOS. Reese	Fireman	55 0
David Southard	Nig'it Engineer, per hour	2
	Labor Class.	
ney Blunt	Head Nurse	\$: 0 0t
unified Clifford	Assistant Nurse	25 0
gan Evans	Assistant Nurse	25 0
argaret Butler	Waitress	17 (4
atherine Morris deline Rowlands	Waitress	17 0 17 0
lanche Maceh	Waitress	17 0
ary Williams	Waitress	17 0
erman Meyer	Assistant Cook	30 0
ary Heigel	Assistant Cook	25 0
enry Winchell erman Ouderyan	General Work	30 0 42 0
artha Williams	Waitress	17 0
choral Griffiths	General Work	17 0
arion Boven	Waitress	17 0
te Williams	Waitress	17 0
ike Lyons	Laundryman	50 0 20 0
uma Schuster ra Anderson	Lanndress	17 0
o Olingny	Laundress	17 0
unney Jones	Teamster, per hour	20
organ Williams	Laborer, per hour	20
ck Buch	Laborer, per hour	20 20
ck Pugh	Laborer, per hour	40
P. Jones	Teamster, per hour	4!
n M. Jones	Painter, per hour	30
nic Pugh	Painter, per hour	20
in R. Edwards	Teamster per hour	45 19 00
a Wall	Seamstress	19 (4

WORKSHOP FOR THE BLIND.

Name.	Position.	Com- pensa- tion.
	Competitive Class.	
Oscar Kuestermann William Schroeder Michael Zanna John Hennig	Overseer Teacher Teacher Teacher	\$100 00 58 50 52 00 39 00

INDUSTRIAL SCHOOL FOR GIRLS.

Name.	Position.	Com- pensa- tion.
	Non-Competitive Class.	
Robert Blair	Engineer	\$45 00
!	Competitive Class.	
Ida C. Parks Delia D. Cutting	Dressmaker Cooking School Teacher Night Watch	\$30° 00 85° 00
L. J. Anderson	Labor Class.	35 00
Peter Janes	Laborer	\$ 35 00

INDEX.

ADAMO TO T	Page
ADAMS, E. L.— petition of	55–6
AGRICULTURE, BOARD OF— employees in classified service	153
ANDERSON, H. J.— assistant printing clerk, transfer requested transfer denied	37 39
ANDERSON, L. A.— promotion of	31
ANDERSON, L. A.— transfer of	29
APPOINTING OFFICER— phrase interpreted by attorney general defined appointing officers must give notice of vacancy to Commission	106 184 197
APPOINTMENTS— authority of officer to appoint when no appropriation for compensation is made. competitive class. from eligible list, rules governing. in penal and charitable institutions. list of. list of from Dec., 1906, to July, 1908. rules governing. temporary, rules governing.	107 196-7 227 195 78-95 76-77 228 230
APPOINTMENTS IN LABOR CLASS— rules governing	236
PPLICANTS—	222_4

APPLICATIONS— for labor class may be received by local examiners	Page 220
provided for by law	
regulations governing	
rules governing	224
ASSESSMENT, BOARD OF-	
appointments, promotions and transfers	78
employees classified	63
roster	248
ASSESSOR—	
special, exempted by law	213
ASSISTANT ATTORNEY GENERAL—	
position classified	42
ATTORNEY GENERAL—	
appointments, promotions and transfers	78
first assistant, position classified	38
opinions of	104178 248
Toster	
AMENDMENTS—	61 51
to Civil Service rules	6111
BART, W. T.—	
transfer of	30
BLIND-	
workshop for	286
roster of employees	281-6
BOARD OF AGRICULTURE—	
certification of pay rolls	41
employees	34 1
BOARD OF ASSESSMENT-	
roster	248
BOARD OF CONTROL—	
appointments, promotions, transfers	82
13	113
roster	249
BOARD OF EXAMINERS FOR TEACHERS' CERTIFICATES	_)
exempt	214

~		7		
•	**	d	13/	*

Index.	
	Page
BOARD OF FORESTRY	84
roster	251
BOARD OF HEALTH AND VITAL STATISTICS	86
roster	253
BOARD OF IMMIGRATION	87
BOARD OF NORMAL SCHOOLS—	
roster of	2 35
BOARDS OF REVIEW—	
in office of Board of Assessment, exempt	213
BONDS MAY BE REQUIRED OF APPOINTEES	194
BUREAU OF LABOR & INDUSTRIAL STATISTICS	87-254
positions classified non-competitive	222
Special agent, classified	69 51-54
special agent for, classifiedspecial agent classified non-competitive	41
CERTIFICATION-	
by ruling of attorney general	170
Commission shall certify names of	170
double compensation	159
from eligible list	196 15
of pay rollsof pay rolls in cases where one name appears on two pay	19
rolls	145
of pay rolls, law concerning	203
of pay rolls from rosterrequest for special certification by State Fire Marshal.	238
denied	41
rules governing	228 236
ruler governing in labor class	200
CHAPLAIN IN PENAL AND CHARITABLE INSTITUTIONS- exempt	- 214
v-surpe	214
HIEF EXAMINER, CIVIL SERVICE COMMISSION-	
duties prescribed	240

CIVIL SERVICE COMMISSION— appointments, promotions and transfers
appropriation for
biennial report
chief examiner, compensation of
compensation of
created
duties of secretary and chief examiner prescribed
expenditures of
judicial powers
local examiners exempt
local examiners, special appropriation for
meetings, when held
method of compensation discussed
minutes of meetings of Civil Service Commission
officers and employees of
power to make and enforce regulations
power to make investigations
quantity of work accomplished
roster
rules salaries of civil service commissioners discussed
salaries of commission in other states
secretary, compensation of
The state of the s
- 10 - 10 - 10 - 10 - 10 - 10 - 10 - 10
CIVIL SERVICE LAW
date of going into effect
CLASSIFICATION—
based on character of service rendered
employees of board of agriculture
in penal and charitable institutions
in penal and charitable institutions, Board of Control may
not classify as exempt under provisions of section 13
legislative employes, status ofnon-competitive class, rules governing
number of positions in each class
power of commission to make
power or commission to manor the manor than the man
CLASSIFIED SERVICE—
classes included
does not include persons who do not receive pay from
the state
number of positions
what classes are included
what classes are included
what classes are included
what classes are included COMMISSIONERS— general report

COMPETITIVE CLASS— number of positions in positions classified by Commission with reasons	Page
rules governing	215-220
COMPETITIVE EXAMINATIONS—	
limited to citizens of Wisconsin	112-191
list of, 1906 to 1908	74 243
regulations governing	243
COMFORT, RICHARD, PROMOTION OF	44
COMMISSIONER OF INSURANCE	87
COURT DECISIONS	179-183
CRUISERS FOR BOARD OF FORESTRY—	
examination ordered	36
DAIRY AND FOOD COMMISSION	82
roster	
DAVIES, E. J.—	
promotion of	44
DEAF SCHOOL—	
roster of	282
DEPUTY TREASURY AGENTS—	
classified	221
DODGE, S. T	
employment of	38
ELIGIBLE LIST-	
defined	147
rules governing	227
ELIGIBLES—	
regulations governing	244 197
ELIGIBILITY—	
term of	196–227
everson, A. E.—	
rase of	145

EMERGENCY APPOINTMENTS—	
rule governing	
when and how made	
EMPLOYEE-	
defined	
END, WILLIAM G.—	
non-competitive promotion	
transfer of	
The continues of the contract	
ENSIGN, M. L.—	
promotion of	
EXAMINERS	
compensation of	
regulations governing	
EXAMINATIONS	
character of, required by law	
general summary of	
methods discussed	
list of, competitive	
non-competitive, by whom conducted	
non-competitive for promotion, rule governing	
non-competitive, rules governing	
oral, by whom conducted	
regulations governing	
rules governing	
EXEMPT CLASS	
assessors and members of boards of review	
number of positions in	
positions classified by Commission	
students in University and normal schools	21
University editor	
who are included	
<u>`</u> _	
EXEMPTIONS—	
authority to make exemptions for a limited time	
Commission may classify positions as exempt and may exempt original employees from non-competitive exami-	
nation	
in office of Board of Assessment	
in State University	
notice of hearings shall be public	
DVDDVD IMVDDG	
EXPENDITURES—	00
Civil Service Commission	96

PARMERS' INSTITUTE CONDUCTORS— positions classified	Pag e 221
PAWCETT, F. L.— promotion of	33
FEEBLE MINDED, HOME FOR— roster of	276
PESS, GEORGE E.— case of	1 42 28
PEWSON, E.— appointment of	32
FIRE MARSHAL. roster of	83 262
PIRST ASSISTANT ATTORNEY GENERAL— position classified	38
PISH COMMISSION	83 250
PORESTRY— board of employees classified non-competitive roster	84 221 251
POX, B. W.— case of	33
PREE LIBRARY COMMISSION	85 251
GALLOWAY, A. W.— promotion of	53
department of department, how certified	85 229 18–20

GEOLOGICAL & NATURAL HISTORY SURVEY— employees exempt	Page 214
roster of	262
GILLETTE, T. R.— petition of	55
GOOD, G. J.— transfer of request denied	56
GREEN BAY REFORMATORY— roster of	284
GREIG, C. B.— promotion of	33
GURNEE, PAUL— non-competitive promotion	27
HAGENAH, W. J.— bill of	53
HARRISON, R. S.— promotion of	30
HATCH, WINNIFRED— transfer of	49
HEALTH & VITAL STATISTICS	86 253
HEALY, J. H.— resignation of	26
HEARINGS FOR EXEMPTION— request for exemption of chief clerk, office of secretary of	0.07
statein rc chief clerk, secretary of state's office	27 29
HILLYER, A. W.— transfer of	30
HISTORICAL SOCIETY— roster of	254

OME FOR THE FEEBLE MINDED— roster of	Page 276
WGHES, T. J.—	
bill of	457
IMMIGRATION-	
board of	87
roster of	262
INDUSTRIAL SCHOOL FOR BOYS-	
roster of	279
INDUSTRIAL SCHOOL FOR GIRLS—	.
roster of	286
IVPODIL ATTONY	
INFORMATION— regulations governing dissemination of	945
regulations governing dissemination of	240
INSPECTOR, STATE OIL	89
INSURANCE— department of Commissioner of	87 253
	200
JANESVILLE— School for Blind, roster of	281
JURISDICTION—	
of Commission, duties and responsibilities	240
KARRAS, AMY—	
promotion of	56
KLOFANDA, A. J.—	
petition of	57
ENIGHT, H. S.—	
Promotion of	36
LABOR CLASS-	
applications may be made to local examiners	226
local registration offices discussed	14
local registration office, provision for	201
local registration, rule concerning	64
number of positions in	4
regulation governing registration	246
rules governing	234
who are included	201

LABOR & INDUSTRIAL STATISTICS— Bureau of	Page 87
I.ARSON, C. M.— promotion of	28
LEGISLATIVE EMPLOYEES— not entitled to privilege of non-competitive examination under provision of section 9	134 5, 136
LEIGH, I. P.— case of	3, 177 179
LIBRARY ASSISTANT FOR UNIVERSITY EXTENSION— position classified	221
LIBRARY CLERK— position, how classified	124
LOCAL EXAMINERS— classified classified as exempt for Civil Service Commission, exempt rule concerning rules governing who may receive compensation	65 66 21 4 65 225 149
LOCAL REGISTRATION— rule concerning	64
LOCAL REGISTRATION OFFICERS— rules governing	234
LUSH, C. K.— resignation of	26
MASON, WASHINGTON— promotion denied	56
MATRON, CHADBOURNE HALL— classified	70
MATSON, BERTHA— transfer of	39

MEETINGS OF THE COMMISSION— when held	Page 246
The field of the f	
MILES, LOUISE— transfer denied	35-6
WILE THE THE TAX COLLON TON CIPY C	
MILWAUKEE INDUSTRIAL SCHOOL FOR GIRLS— roster of	286
MINUTES OF MEETINGS OF CIVIL SERVICE COMMISSION	26-60
MISDEMEANORS—	
to obstruct right of examination	205
under this act, penalties for	208
NPI gov. 4	
NELSON, A. J.— Promotion of	53
NOMINATION PAPERS—	
right to circulate, denied to employees	129
NON-COMPETITIVE CLASS—	
appointments of non-residents	122
employees in Tax Commission	28
in re Coughlin, J. L., petition of	31
number of positions in	4
Provision of law concerning	201
NON COMPETITIVE EXAMINATIONS—	
by whom conducted	227
for promotion, rules governing	233
in penal and charitable institutions, when not required	231
NORMAL SCHOOLS—	
roster of	255
VORTURNA	
NORTHERN HOSPITAL FOR THE INSANE—	269
roster of	269
OFFICIAL INFLUENCE—	
use of	206
DIL DISTRICTS—	
how certified	239
recommendation concerning	20

	Page
OIL INSPECTORS	89
how certified	229
roster of department	
· · · · · · · · · · · · · · · · · · ·	200
OPINIONS OF ATTORNEY GENERAL	104-178
ORGANIZER FOR UNIVERSITY EXTENSION—	
position classified	221
ORIGINAL EMPLOYEES—	
non-competitive examination of, required by law	190
OSGOOD, IRENE—	
request for transfer denied	57
PAY ROLLS—	
certification of	15
must be made in duplicate	246
PARSON; CLAIRE—	
transfer of	44
PENAL AND CHARITABLE INSTITUTIONS—	
chaplain exempt	214
POLITICAL AFFILIATIONS—	
law concerning	205
POLITICAL ASSESSMENTS—	
law concerning	206
POLITICAL SERVICE	206
term defined	129
DOMAG A MI	
POTTS, A. W.— transfer of	38-40
DDDL IMINADA DECIMBENDADA	
PRELIMINARY REQUIREMENTS— of examination provided for by law	193
•	
PRINCIPAL EXECUTIVE OFFICER—	106
who are included	100
PRISON, STATE—	
roster of	275
PROBATIONARY PERIOD—	
notice must be given when appointment is made	229 1 9 0
provided for by law	190

inaex.	
PROFICIENCY IN A SPECIAL SUBJECT— rule governing certification	Page 228
PROMOTIONS—	
due to increase of salary, rule concerning	33
list of	78-95
provision of law concerning	200 138
right of, discussedrules amended	65, 70
rules governing	232
PUBLIC EMPLOYEES— defined	. 207
PUBLIC LANDS—	
roster of	255
PUBLIC OFFICER—	
defined	207
duties of	187
PUBLIC PROPERTY—	
roster of department	257
PUBLIC SCHOOL—	
term defined	115
PI'GH, WILLIAM—	
appointment of	48
complaint of	57–8
RAILROAD COMMISSION	90
τομη dential assistant, position classified	40
employees classified46.	49, 68
positions classified, non-competitive	221–222
Positions classified	61
roster of	261
rules governing Special agents for, classified	237 . 67
special agents for, classified as non-competitive	42
RECOMMENDATIONS—	
law concerning	204
Tules governing	237
EDUCTION—	
rule governing	234

Index.

REFORMATORY AT GREEN BAY— roster	Page 284
REGISTRAR OF UNIVERSITY— exempt	213
REGISTRATION OFFICES— local	14
REGISTRATION OF LABORERS— law concerning	202 234
REGULATIONS— of the Commission	
RE-INSTATEMENT— of probationers, rule governing limited by law to the department in which previous service was rendered rules governing	230 127 231
RELIGIOUS AFFILIATIONS— law concerning	205
ROEHL, JULIUS— case of	45
REMOVALS— case of A. H. Wagner. case of I. P. Leigh. cases subject to approval of governor. generally discussed. in penal and charitable institutions. jurisdiction of Commission in case of. law concerning. not affected by change of title. recommendations of Commission.	180 179 151 16 195 131 202 164
ROSTER— of classified service provided for by law of employees in classified service rule governing certification from	248-286
RULES— of Civil Service Commission	212 203

Index.

SAGE, MAY— appointment of	Page 40
SALARIES— low salaries discussed	9
SCHOOL FOR THE BLIND— roster of	281
SCHOOL FOR THE DEAF— roster of	282
SCHOOL FOR DEPENDENT CHILDREN— roster of	283
SCHOOL OF MINES— roster of	263
SECRETARY OF STATE.	90 260
SECRETARY CIVIL SERVICE COMMISSION— duties prescribed	240
SHANKS, MYRTLE— temporary appointment of	27
SPARTA SCHOOL FOR DEPENDENT CHILDREN	283
SPECIAL AGENTS— for Bureau of Labor & Industrial Statistics, classified for Bureau of Labor & Industrial Statistics non-competitive Railread Commission, positions classified	41
STATE FAIR— certification of pay rolls employees, actions concerning employees—Commission's ruling concerning	41 34 59
STATE FIRE MARSHAL— request for special certification denied	41
STATE HOSPITAL FOR THE INSANE— roster of	272

Index.	
STATE PUBLIC SCHOOL— roster of	Page 283
STATE SUPERINTENDENTroster of department	91 259
STATE TREASURER— case of A. H. Wagner roster of	54 260
STENOGRAPHER— department of Economics, position classified for Dean of Correspondence School, University, position classified	221 222
STONE, J. W.— claim of in Titus case	5-44-174
STUDENTS— bona fide in University, exempt bona fide in normal schools, exempt	213 214
SUBORDINATE— defined	184
SUPERINTENDENT OF PUBLIC PROPERTY	89 269
SUPERVISING EXAMINER— duties, rules governing	225
SUPREME COURT— roster of	269
SUSPENSIONS— in penal and charitable institutionslaw concerning	195 202
SWEET, M. M.— resignation of	59
TAX COMMISSION— employees classified employees classified as non-competitive roster of	49-68 28-222 261

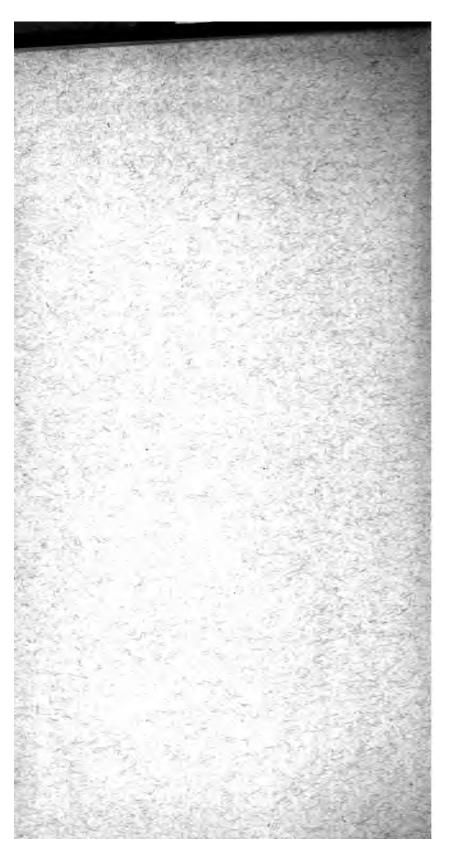
Index

	•
TAX PAYERS—	Page
right of action	208
TEACHERS—	
actions concerningin charitable institutions—action concerning	30 27
in penal and charitable institutions—how classified in reformatory and charitable institutions, rule concerning	115 62
TEMPORARY APPOINTMENT—	
provisions concerningrules governing.	198 230
TEMPORARY EMPLOYMENTS-	•
number of—general discussion	10–14
THOMPSON, BEULAH—	F-1
transfer of	51
TITUS, A. C.— appointment of as first assistant attorney general	34, 42
bill of	. 45. 49
TRANSFERS— Anderson, A. J., request denied	39
Anderson, L. A. Bart, W. T. End W.	29 30
End, William G. Miles, Louise, request denied.	34 35–6
Hatch, Winifred. Hillyer, A. W.	49 30
Watson, Bertha. Parson, Claire.	38 44
Potts, A. W. Walker, S. T. Wylie, Fred.	38 38 29
Stromme, Esther. Thompson, Beulah.	44 51
in penal and charitable institutions.	195 78, 95
of persons in unclassified service not authorized by law rule governing	157 232
TREASURY AGENTS—	
employees classified non-competitive	221 229

Index.

TUBERCULOSIS SANITARIUM— roster of	Page 285
editor for, position classified employees classified as non-competitive faculty stenographer, classified non-competitive matron, Chadbourne Hall, classified stenographer, faculty classified stenographer, Dean of Correspondence School, classified	91 46-47 221 40, 44 70 67 44
UNCLASSIFIED SERVICE— number of positions. transfers from	3 157 189
VETERANS— preference rule governing	130 228
VETERINARIAN— roster of department	263
WAGNER VS. DAHL, CASE OF	16 180 54
WALES TUBERCULOSIS SANITARIUM— roster of	285
WALKER, S. T.— transfer of	38
WAUKESHA INDUSTRIAL SCHOOL FOR BOYS— roster of	279
WAUPUN PRISON— roster of	275
WORKSHOP FOR THE BLIND— roster of	286
WYLIE, FRED— transfer	29





THIRD BIENNIAL REPORT

OF THE

State Civil Service Commission

OF WISCONSIN

FRO

July, 1908, to July, 1910, Inclusive.



MADISON, WIS
DEMOCRAT PRINTERS COMPANY, STATE PRINTERS
1911



THIRD BIENNIAL REPORT

OF THE

state Civil Service Commission

OF WISCONSIN

FROM

July, 1908, to July, 1910, Inclusive.



MADISON, WIS.

DEMOCRAT PRINTING COMPANY, STATE PRINTER
1911

(C)

CIVIL SERVICE COMMISSIONERS

C. E. BUELL, President, Madison.

·OTTO GAFFRON, Plymouth.

1,

THOMAS J. CUNNINGHAM, Chippewa Falls.

SECRETARY AND CHIEF EXAMINER

F. E. DOTY, Madison.

CHIEF CLERK,

FRANK L. FAWCETT.

ASSISTANT EXAMINER,

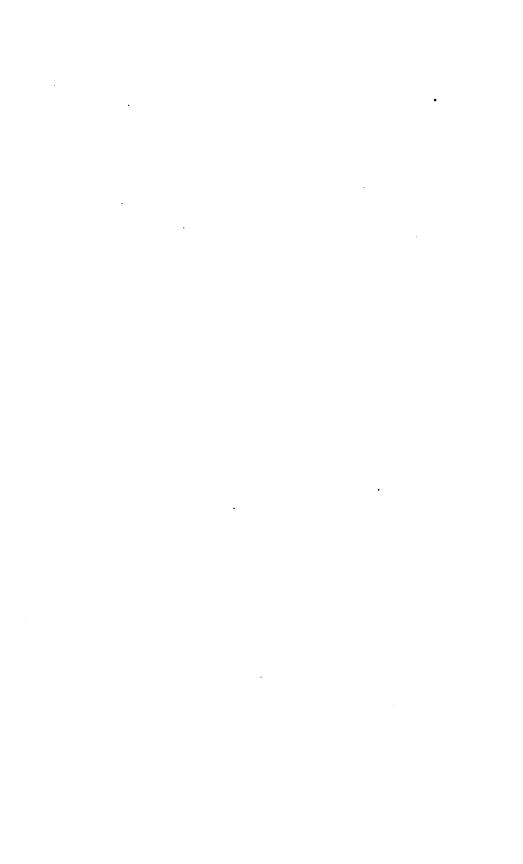
HENRY S. KNIGHT,

EDNA CARBELL, Stenographer. Genevieve Usher, Stenographic Clerk THEDA CARTER, Clerk.

MARGARET FORAN, Clerk.

TABLE OF CONTENTS

Names of commissioners, officers and local examiners	Page ii-1
PART I.	
Report of Civil Service Commission	7–26
PART II.	
Minutes of the meetings of the Commission	28-71
PART III.	
Statistics of examinations	74-81
motions	82-181
Expenditures of the commission	182–187
PART IV.	
Synoptical index to opinions of attorney general	190-192
Opinions of the attorney general	190–227
Court decisions	
The civil service law	
The civil service rules	
Regulations	287–293
PART V.	
Roster of employes to July, 1910	295-347



DIRECTORY OF LOCAL EXAMINERS.

County.	Examination Center.	Local Examiner.	Post Office.
Adams	Friendshlp	John P. Lewis	Friendship
Ashland	Ashland	J. T. Hooper Carl Rudquist	Ashland Ashland
Ваггов	Barron	C. W. Meadows	Barron Rice Lake.
Bayfield	Washburn	A. M Warden	Washburn.
Brown	Green Bay	Timothy Burke Joseph Martin	Green Bay. Green Bay.
Buffalo	Alma	J. A. Ganz H. J, Nichaus	Alma. Alma.
Burnett	Grantsbnrg	Mabel Ahlstrom A. J. Myrland	Grantsburg. Grantsburg.
Calumet	Chilton	G. M. Morrissey Geo, C. Humes	Chilton. Chilton.
Chippewa	Chippewa Falls	M. S. Bailey G. W. Swartz	Chippewa Falls. Chippewa Falls.
Clark	Neillsville	Geo. E. Crothers F. W. Draper Wm. A. Campman	Neillsville. Neillsville. Neillsville.
Co'umbia	Portage	W. G. Clough	Portage. Portage. Portage.
	Columbus	Fred Thompson	Columbus. Columbus. Rio.
Crawford	Prarie du Chein	Graves and Earll W. T. Pinkerton Ira D. Hurlbut	Prarie du Chien. Prarie du Chien. Prarie du Chien.
Dane	Madison,	•••••	
Dodge	Juneau	John Kelley Oscar H. Bauer	Juneau. Juneau.
Ikar	Sturgeon Bay	Chas. G. Stangel H. O. Bernhardt	Sturgeon Bay. Sturgeon Bay.
Induglas	Superior	A. D. S. Gillette	Superior. Superior.
Dunn	Menomonie	Geo. A. Works	Menomonie. Menomonie.
Ean Claire	Eau Claire	W. H. Schulz John B. Fleming A. H. Shoemaker	Eau Claire. Eau Claire. Eau Claire
Florence	Florence	G. C. Youngs Frank Warlng	Florence.
Food du Lac	Fond du Lac	F. W. Chadbourne D. O. Williams Thos. Lloyd-Jones	Fond du Lac. Fond du Lac. Madison.
	Waupun	T. M. Welch F. L. Whitney	Waupun. Waupun.

DIRECTORY OF LOCAL EXAMINERS—Continued.

County,	Examination Center.	Local Examiner.	Post Office.
Forest	Crandon	H. A. Kamm	Orandon. N. Crandon. Crandon.
Grant	Lancaster	E. B. Goodsell	Lancaster. Lancaster. Lancaster.
	Platteville	J. A. Wilgus J. T. Wilkinson S. E. Smalley	Platteville. Platteville. Cuba City.
Green	Monroe	J. C. Penn	Monroe. Monroe. Monroe.
Green Lake	Green Lake	8. G. Potter Geo. V. Kelley John J. Wood, Jr	Green Lake. Princeton. Berlin,
Iowa	Dodgeville	R. L. Jointer	Dodgeville. Dodgeville.
Iron	Hurley	Wm. D. Tyler Matt J. Connor	Hurley. Hurley.
Jackson	Black River Falls.	F. B. Dell	Black River I Black River I
Jefferson	Jefferson	John A. Haselwood A. M. Webb J. V. Stevens	Jefferson. Ft. Atkinson. Jefferson.
Juneau	Mauston	C. W. McNown	Mauston. Mauston. Elroy.
Kenosha	Kenosha	W. J. Hocking John C. Slater Albert E. Buckmaster	Kenosha. Kenosha. Kenosha.
Kewaunee	Kewauee	Jos. J. Schultz	Kewaunee. Kewaunee. Kewaunee.
La Crossse	La Crosse	Harry Spence F. H. Fowler Frank Winter	La Cross. La Crosse. La Crosse.
Lafayette:	Darlington	W. G. Mase Daniel McConnell	Darlington. Darlington.
Langlade	Antigo	C. O. Marsh	Antigo. Antigo. Antigo.
Lincoln	Merrill	William Milne	
Manitowoe	Manitowoc	F. J. Taugher Archie Nash Wm. Rathsack. Jr	Manitowoc. Manitowoc. Manitowoc.
Marathon	Wausau	Anton Mehl	Wausau. Wausau.
Marinette	Marinette	G. H. Landgraf Elmer Grimmer C. R. Johnston	Marinette

DIRECTORY OF LOCAL EXAMINERS—Continued.

County.	Examination Center.	Local Examiner.	Post Office.
Marquette	Montello	A. J. Barry	Montello. Westfield.
Milwaukee	Milwaukee	Patrick Donnelly A. N. Fairchild	Milwaukee. Milwaukee.
Monroe	Sparta	A. S. Wells	Sparta. Sparta. Sparta.
Oconto	Oconto	L. C. Harvey W. H. Young Fred Shedler	Oconto. Oconto, Oconto.
Oneid a	Rhinelander	F. A. Lowell	Rhinelander. Rhinelander. Rhinelander.
Outagamie	Appleton	Chas. W. Treat	Appleton. Appleton.
Ozaukee	Port Washington	J. E. Uselding Margaret E. Schmit C. H. Bachhuber	Pt. Washington. Pt. Washington. Pt. Washington.
Pepin	Durand	W. B. Newcomb C. A. Ingram Cynthia Carlisie	Durand. Durand. Durand.
Pierce	Ellsworth	A. J. Ingli R. D. Morton Wm. W. Clark	Ellsworth. Ellsworth. Ellsworth.
Polk	St. Croix Falls	G. W. Monty F. W. Walker C. W. Staples	St. Croix Falls. St. Croix Falls. Osceola.
Portage	Stevens Point	A. E. Bourn	Stevens Point. Stevens Point.
Price	Phillips	E. W. Murray Fred R Struble	Philips. Phillips.
Racine	Racine	E. W. Blackhurst W. W. Storms	Racine. Racine.
Richland	Richland Center	A. A. Thomsor' F. H. Pratt Thomas A. Nee	Richland Center. Richland Center. Richland Center.
Rock	Janesville	John Arbuthnot M. P. Richardson H. J. Cunningham	Janesville. Janesville. Janesville.
Rusk	Ladysmith	W. N. Mackin F. E. Munroe O. E. Rice	Ladysmith. Ladysmith. Ladysmith.
St. Croix	Hudson	F. T. Condit	Hudson. Hudson. Hudson.
Sauk	Baraboo	R. B. Griggs	Baraboo. Baraboo. Reedsburg.
	Spring Green	Pern. McNulty Thomas W. King	Spring Green. Spring Green.
Sawyer	Hayward	Wm. A. Light R. J. Hennessey	Hayward. Hayward,

4 REPORT OF THE STATE CIVIL SERVICE COMMISSION.

DIRECTORY OF LOCAL EXAMINERS—Continued.

County.	Examination Center.	Locai Examiner.	Post Office.
Shawano	Shawano	L. D. Roberts O. O. Weigand D. E. Wescott	Shawano. Shawano. Shawano.
Sheboygan	Sheboygan	H. F. Leverenz	Sheboygan. Sheboygan. Sheboygan.
Taylor	Medford	G. W. Adams M. A. Buckley	Medford. Medford.
Trempealeau	Whitehall	P. H. Johnson E. J. Brovold J. I. Dewey	Whitehall. Ettrick. Arcadia.
Vernon	Viroqua	Frank H. Graves H. L. Gardner Willis P. Colburn	Viroqua. Viroqua, Viroqua.
Vilas	Eagle River	A. J. Austin James Morgan Grant Cook	Eagle River. Eagle River. Eagle River.
Walworth	Elkhorn	John G. Voss A. C. Beckwith	Elkhorn. Elkhorn.
Washburn	Shell Lake	J. A. Lonsdorf J. H. Shields J. M. Smith	Shell Lake. Shell Lake. Shell Lake.
Washington	West Bend	D. E. McLane W.·B. Rix F. W. Bucklin	West Bend. West Bend, West Bend.
Waukesha	Waukesha	S. B. Ray E. W. Malone D. J. Hemlock	Waukesha. Waukesha. Waukesha.
Waupaca	Waupaca	C. M. Boyles Chas. A. Stinchfield	Waupaca. Waupaca.
Waushara	Wautoma	G. M. Byse	Wautoma. Wautoma. Wild Rose.
Winneb ago	Oshkosh	A. B. O'Neil	Oshkosh. Oshkosh. Oshkosh.
Wood	Grand Rapids	M. H. Jackson W. J. Conway	Grand Rapids. Grand Rapids.

PART I.

Report of the Civil Service Commission.



REPORT OF THE COMMISSION

Madison, Wisconsin, December 1, 1910.

To the Governor:

We herewith respectfully submit the third biennial report of the State Civil Service Commission:

STATISTICS OF EXAMINATIONS.

During the biennial period ending July 1, 1910, the Commission has held 190 competitive examinations. During that time 4,869 applications were received, 4,488 persons were examined, 1,963 passed and 690 were appointed.

The following is a list of positions uniformly satisfactorily filled by competitive examination during this period:

Architectural draughtsman, salary \$100. Assistant sergeant-at-arms, salary \$150. Assistant chemist, salary \$100. Attorney for fire marshal, salary \$150. Bakery inspector, salary \$100. Bookkeeper, salary \$100 to \$150. Bookkeeper (Legislative), salary \$150. Cheese, dairy and food inspector, salary \$100. ('hief clerk, salary \$150. Chief engineer, salary \$100. Copying clerk, salary \$25 to \$40. Creamery, dairy and food inspector, salary \$100. Dairy and food inspector, salary \$100. Deputy fire marshal, salary \$100 to \$125. Electrician, salary \$70 to \$100. Elevator man, salary \$70. Expert stenographer, salary \$125. Factory inspector, salary \$100. Farm foreman, salary \$80 and maintenance. Fire warden, forestry department, salary \$100.

Game warden, salary \$2.50 to \$3.50, and expenses. General clerk, salary \$50 to \$100. Guard (prison and reformatory), salary \$50 to \$60. Head carpenter, salary \$100. Index clerk (Legislative), salary \$150. Inspector of schools for deaf, salary \$125. Insurance examiner, salary \$100. Janitor at the Capitol, salary \$70. Journal clerk (Legislative), salary \$150. Laborers at the Capitol, salary \$60. Library clerk, salary \$100. Messenger (Legislative), salary \$60. Messenger (local), salary \$18 to \$30. Police (Legislative), salary \$90. Principal, Industrial School, Waukesha, salary \$100. Proof reader (Legislative), salary \$150. Postmaster (Legislative), salary \$150. Rate clerk, salary \$100. Rural school inspector, salary \$166. Statistical clerk, salary \$75 to \$100. Stenographer, salary \$60 to \$100. Superintendent of buildings, salary \$100. Special agent, salary \$100 to \$150. Teacher guard, salary \$60 to \$62.50. Woman factory inspector, salary \$100.

The following is a list of positions that we have found it difficult to fill by competitive examination:

Attendant, salary for women \$20 and maintenance.

Attendant, salary for men \$25 and maintenance.

Architectural draughtsman, salary \$100.

Family officer and matron (combined position for man and wife without children), salary \$60 and maintenance.

Machinist, mechanician, salary \$70 to \$90.

Physicians in Hospitals for the Insane, \$75 and maintenance.

Trained nurse in Hospitals for Insane and Feeble-minded, salary \$45 and maintenance.

The reasons for our failure to secure satisfactory eligible lists for these positions are various. There are in the three state charitable institutions 239 positions as attendant. During the biennial period there were 669 appointments; on an average nearly three appointments to each position. Of the 239 attendants on the roster July 1, 1910, only 83 had served more than one

year; 11 served five years or over. The average tenure of an attendant is estimated at not over six months. The competitive examination of attendants had proved so unsatisfactory that the Commission some time ago classified the position non-competitive, after an informal agreement had been entered into with the superintendents of the hospitals for insane and feeble minded to the effect that the Commission would continue to advertise examinations for the position as if it were still classified competitive, the superintendents to give preference, in making appointments, to persons so examined and certified. Under this arrangement the number of eligibles appointed during the year 1910 was double the number of such appointments made during the year But even then the Commission failed to secure more than 30 per cent. of all of the attendants appointed during the biennial period. There are three reasons for this condition. good attendants are found largely in the rural communities. One of the superintendents of the state institutions remarked, "Farm boys make the best attendants." We have not reached The Commission is at the present time attempting to work out a system of advertising through which this class of people may be put in touch with the state service. compensation of these positions is not commensurate with the character of service to be performed. The service while not are duous is not attractive. Male attendants receive less than farm hands, female attendants less than housemaids in cities. Board of Control, recognizing this disparity, has recently revised the salary schedule of attendants and has made provision for the promotion of attendants who prove worthy. has been little or no opportunity offered in the institutions for self-improvement. It is a daily grind with no prospect. Commission has hoped that the service might be made more attractive by the establishment in the hospitals of elementary training schools for nurses. Steps have been taken by the Board of Control to provide such instruction for the benefit of atten-Such an arrangement is now about to go into effect.

Notwithstanding the progress that has been made, the problem of eccuring competent persons to fill the position of attendant is still a serious one.

Architectural Draughtsmen.

The Commission has offered four examinations for the position of architectural draughtsman. Twenty-six applications were received; 22 applicants took the examination; 5 passed, and 1 was appointed. During this period there have been four appointments under Section 17, which provides for appointments when there is no eligible list. All of these appointments were of persons who were not residents of Wisconsin, and who, under Section 10, could not be admitted to competitive examination. Architect Peabody of the University of Wisconsin says it is difficult to find these men outside large cities. Our experience coincides with his conclusion.

"tr

Physicians.

The Commission has offered seven open competitive examinations for the position of physician. Twenty-three applications have been received; 21 applicants took the examination; 15 passed; 3 were appointed; 5 refused appointment. During this period there have been 13 appointments under Section 13, which provides for appointment when there is no existing eligible list. Ten of these appointments were of non-residents who, under Section 10, could not be admitted to competitive examination. The salaries paid physicians in the institutions are not such as to attract men who have had a successful practice of several years. The positions are filled largely with young men who are graduates with only a year or two of actual experience.

Mechanician & Machinist.

The Commission has offered 8 examinations for the position of mechanician and machinist. Fifty-nine applications were received; 53 applicants took the examination; 33 passed; 11 were appointed; 8'refused appointment. During this period 4 appointments were made under Section 17 of the civil service law, which provides for appointment where there is no eligible list. 2 of the appointments were of people who were not residents of Wisconsin, and who under Section 10, could not be permitted to take competitive examination. Skilled mechanicians, competent to do the work required of them at the university, are hard to find.

The shops of this country, as a rule, do not develop men to do fine tool work of a varied nature.

Trained Nurse.

This position tells the same story—an insufficient number of applicants who are residents of the state and who possess the requisite qualifications.

Family Officer And Matron (Industrial School).

The commission has offered eleven examinations for the positions of family officer and matron. Fifty-six applications have been received; fifty-two applicants took the examination; twenty-one passed; thirty-one failed; eleven were appointed. Whereas the Commission has had a certain measure of success in filling this position, it has had difficulty in securing at all times a sufficient number of eligibles possessing the necessary qualifica-The family officer must be a teacher and a successful disciplinarian. The matron, his wife, must be a good housekeeper, and ready to assume charge of a cottage housing from twenty-five to thirty-five boys. They must be without children. petitive system proves effective wherever satisfactory candidates enter examination, but the number of candidates possessing the necessary qualifications is small. Every possible means is resorted to to bring this position to the attention of persons who might be interested.

Under the provisions of section 10 of the law competitive examinations are restricted to residents of Wisconsin. As we have previously indicated, it occasionally happens that satisfactory candidates are not available within the confines of the state. This is particularly true where men possessing peculiar and exceptional qualifications of a professional or technical character are needed. We believe that the state would be served best if non-residents could be admitted to such competitive examinations, and we recommend that the law be so amended as to permit this Commission to admit to competitive examination persons not residents of the state of Wisconsin for positions requiring peculiar professional, scientific or technical qualifications when, in its

judgment, restricting a competitive examination to residents of the state would be disadvantageous to the public interests.

Educational Requirements.

Throughout the entire history of the civil service reform movement in this country, the objection has been raised again and again that competitive civil service examinations unduly favor college graduates and college students—persons having "book learning," but lacking judgment and experience. The following table shows what education (schooling) recent successful candidates for the enumerated positions actually possess:

Position.	University or Normal (not all graduates)	and Business	School & Rue	Common School.
Ass't Press Bulletin Ed	3	2	0	1
Rural school inspector	20	5	υ	0
Bookkeeper	1 2	15	12	6
General clerk	1 25	35	8	3
Statistical clerk	8	0	0	0
Steam engineer	Ö	5	8	16
Game warden	6	16	8	72
Guards	2	5	5	24
Creamery inspector	l ž	5	5	7
Factory inspector	1 8	3	6	Ř
Janitor	l ŏ	l ĭ	Ĩ	32
Special agent	23	i	Ŏ	ō
	99	93	53	169

The above is a list of positions selected at randon, covering fairly well the range of examinations from the most technical down to those bordering upon the unskilled class of service. It shows that in some examinations where education, general or technical is a prime requisite, the preparation afforded by the common schools is not sufficient, but it also shows that throughout the entire range of services here enumerated more than 40 per cent. of the successful candidates have had only a common school education.

In this connection it is interesting to note that the operation of the civil service law exerts a decidedly beneficial educational influence. During the biennial period 4,488 applicants were examined, 2,525 of these failed. It is safe to assume that 50 per cent. of these candidates will seek, by self-improvement, to better fit themselves to take subsequent examinations.

Oral Examinations.

The final mark which a candidate receives is determined by his written examination, his preliminary paper and the oral examination (if one is given).

During the past two years the Commission has given oral examinations in connection with some written examinations. At other times oral interviews, not attaining to the dignity of an oral examination, have been given in such connection. As a matter of experiment and because the Commission failed to find a sufficient number of candidates, the written examination of carpenters, painters, plumbers, and university janitors was at one time abandoned and selection was based solely upon the oral interview and preliminary paper. This procedure was not found productive of the best results and will probably not be resorted to in the future.

The oral interview assists the examiner to verify statements made by the candidate in his preliminary paper. It discovers faults and defects not ascertainable in any other way, and enables the examiner to arrive at a more correct estimate of the value of the candidate's previous training and experience.

The formal oral examination, when conducted by examiners who fully understand the profession or trade or service to be performed, is a distinct step in advance of the usual system of selection by competitive written examination. It frequently affects the result by lowering the average standing of candidates who have only a theoretical knowlege of the duties to be performed and raises the standing of some candidates who by virtue of their experience and temperamental and physical qualities are well fitted to render the required service, but who are unable to express themselves effectively in writing. The mark obtained in the oral examination in the majority of instances coincides (relatively) with that obtained in the written examination. The oral examination supplements the written and corrects or amends the result in instances where it would otherwise prove defective.

The following table showing the result of a combined oral and written examination given during the fall of 1910 for the position of deputy game warden illustrates the way in which the oral examination affects the final result:

Number who wrote. Number who took oral examination. Number who took oral and written. Number below 70 in both oral and written examination. Number above 70 in both oral and written examination. Number who passed because of oral examination. Number who passed because of written examination. Number who failed because of written examination. Number who failed because of preliminary paper. Number rejected. Total number passed.	
--	--

From the above table it will be seen that of the 49 persons wh passed, 30 obtained a passing mark in both oral and written examinations; 15 failed in the written examination, but obtained sufficiently high standing in the oral to become eligible. Of th 131 persons who took the entire examination, 49, or 37 per cer became eligible for appointment.

Dr. T. S. Palmer, in charge of federal game preservation. Washington, who assisted in conducting the oral examinatio writes to our chief examiner in reference to it as follows:

"To my mind the best evidence that the examination was a fatest of the candidates' capabilities is shown by the remarkat agreement between our marks (Dr. Palmer's and Mr. Doty' given independently and from different standpoints. "Mr. Amos Butler, secretary of the state board of charities Indianapolis, who has been asked on several occasions to assist holding oral and written examinations for positions in charitab institutions in Illinois, told me that in one examination 52 applicants took the oral and only 1 was certified on the eligible lis in another more than 40 applied and only 3 were certified. The would seem to indicate that our marking was not too severe.

* Some of the tests in the examination for assistant fore ranger (federal) are much the same as those which we tried, an others might be adopted with advantage. I understand the about 30 per cent. of the candidates passed the forest service examination. * * I am confident that for such positions a that of game warden the oral examination is the fairest and mo important test."

The value of the confidential reports of former employers ar other persons named by the candidates as references concerning their efficiency, character, habits and fitness for the service to

performed, must not be overlooked. In calling upon former employers for information concerning candidates, the Commission reminds them that its inquiry is made with the understanding that all answers shall be made from the standpoint of the interests of the state and not of the candidate; that for the time being the person addressed performs a judicial function and becomes a responsible element in the administration. That this sense of responsibility is borne in more and more upon citizens who are called upon to report concerning the character and efficiency and fitness of former employes, or of neighbors, is shown in the discriminating answers given by them to the Commission.

In the examination above referred to, several persons were marked high in either the oral or written examinations who were reported, because of misconduct or some other specific defect in character or habits, unfit for the service of the state. And when these reports were explicit and conclusive, candidates were rejected or marked down in the preliminary paper.

From the above it is fair to conclude that the written and formal oral examination, combined with our present voucher system, is the most effective method thus far employed by us to determine the relative merit and fitness of candidates who appear for competitive examination.

Publicity.

The successful application of the civil service law presupposes an abundance of material from which to make selection. If for any reason candidates fail to make application, or to pass the examination in sufficient numbers to provide adequate eligible lists, the civil service law fails to that extent to meet the requirements of the service.

Prior to January, 1910, this commission depended, as a rule, upon free advertising in newspapers of the state, except that printed posters and circulars were distributed to the various post offices, eity and county buildings, and local examiners. Beginning, however, with the year 1910, the Commission authorized the insertion of paid advertisements in a few daily papers, at an estimated cost of \$150 to \$200 per annum. This, we are continued, is the only uniformly reliable and effective means of pub-

licity. But newspaper advertising will not alone procure for the Commission at all times a sufficient number of candidate having the requisite qualifications. We have, therefore, resorte to the preparation of special lists of persons to whom advertising matter has been mailed direct. Teachers and town officials a ceive circulars announcing examinations for attendants in he pitals. Business colleges and schools are notified of stenographs and clerical examinations. Officers of trade unions receive a tices caling for skilled men in the trades.

Growth.

That the work of the Commission is growing is shown by the constantly increasing number of applications received and to the constantly increasing number of appointments made fro eligible lists.

Biennial period.	Number of examination days.	Number of examinations.	Number of applications.	Number who wrote.	Number who passed.	Per cent who passed.	Number who failed.	Number
First	4	38	1.566	1,274	756	59	518	14
	11	61	3,547	3,037	1,561	51	1.348	43
	13	190	4,869	4,488	1,963	43	2,525	64

Table Showing Growth of Civil Service in Wisconsin.

It is fair to infer from the above table that the business of t Commission has increased from 40% to 45% over that of the poind ending July 1908. This increase was met by an increase appropriation, in 1909 being 25% greater than that previous made.

It will be noted that the percentage of applicants who pass steadily decreasing. This decrease is due to the fact that t standards fixed by this Commission have gradually been raise. It would be a mistake to infer from the table that the qualifications of candidates are not as satisfactory as were those of privious years. We believe that the qualifications of applicants f examinations during this period are on the average considerab higher than of candidates who appeared in former years.

So thoroughly had the belief taken hold of the public mind under the old system of selecting state employes that, in order to secure a position, one must be a partisan of the party and faction in power, that it was at first difficult to get applicants other than adherents of the party in power to take civil service examinations. But the people gradually came to know that the law regards neither party, faction nor religious belief, the only requisite qualification to secure a place on the eligible list being merit and fitness. The above table, showing that a constantly increasing number of persons is willing to undertake the test, justifies the belief that there is an increasing confidence in the fairness and reasonableness of the competitive examinations offered by this Commission.

('lassification.

There are in the classified and unclassified service of the state, which includes elective officers, members of the university and normal school faculties, members of boards and commissions, and employes in the classified service, 2,831 persons. Of these 836 are in the unclassified service, 118 in the exempt class, 1057 in the competitive class, 390 in the non-competitive class (which includes 239 positions as attendant, previously mentioned) and 430 in the labor class.

Our revised rules, adopted in July, 1910, effected changes in classification as follows: 48 positions in penal and charitable institutions reverted from the non-competitive and labor classes to the competitive class. Elsewhere 30 positions reverted from the non-competitive class to the competitive class. A total of 78 new positions was added to the competitive class. At the same time 37 positions as teacher in schools for the deaf and blind and 239 positions as attendant were classified non-competitive.

Legislation.

During the legislative session of 1909 all positions in the department of the revisor of the statutes were classified exempt by law. (There have been 15 appointments to positions in this department, 10 of which were made from competitive eligible lists). During the legislative session of 1907 all positions as ex-2—C. S.

pert in the employ of the State Railroad Commission were by law placed in the unclassified service. (8 appointments have been made under this clause, 3 of which were made from competitive eligible lists). With these two exceptions, the attitude of the legislatures of 1907 and 1909 was favorable to the application of the merit principle. The legislature of 1909 went or record by re-enacting a law placing 90 legislative employes in the competitive class. During that session, 60 positions as deputy oil inspector, 1 as chief deputy oil inspector, 10 positions at the capitol heating plant, and 60 positions as deputy game warden were by law placed in the competitive class. While most of these positions had been previously so classified by law the will of the legislature was specifically expressed in statutes re-enacting such classification. Several bills adverse to the merit principle introduced during that session were killed.

Tenure in the Classified and Unclassified Service.

The following table gives the number of persons in the classified and unclassified service and shows the number who have been continuously employed five years or more:

Unclassified Service.	Total number now in the service.	No. in service five years or more.	Per cent of total.
University	447	214 (estimated)	*48.
Libraries	93	19 52	35.9 55.8
mai Schools	243	94	38.6
Total	836	379	45 +
CLASSIFIED SERVICE.			
University	404	58	14.33
Libraries	694	d6 205	19.35 29.6
mal Schools	839	173	20.6
Total	1,968	502	26.0
Grand total	2,804	881	31.33

^{*} The last year for which statistics were obtainable shows the per cent to be 48.

From the above table it appears that 55 per cent. of all elective officers, and officers appointed by the governor, have served more than five years. In the university, which represents a high grade of efficiency, 48 per cent. of the professors and instructors have served more than five years. In the classified service changes have been more frequent. Beginning with January, 1906, there were no employes in the service who had received appointment by competitive examination. Only 31 per cent. of all employes in the classified service now on the pay rolls of the state were in the service at that time.

Efficiency of the Service.

The civil service law rests on theory that selection and appointment, according to merit and fitness, determined by competitive examination, tends to increase the efficiency of the service.

To determine relative merit and fitness separate examinations are prepared for the different kinds of service to be rendered. Oral examinations, oral interviews, and confidential reports of employers who, by virtue of their position, are competent to testify as to the quality of the service previously rendered by candidates, all form elements in these examinations and aid in determining the relative fitness of applicants. Inefficiency, due to ignorance or lack of skill, is more frequently the cause of disgrace in public life than is downright dishonesty. The greatest kindness that can be done a man is to assist him to find a place in which he can exercise his faculties to the best advantage. To encourage him to enter upon a service for which he is not fitted is to do him an irreparable wrong. He, as well as the State, is best served when he is prevented from it.

But efficient service does not depend solely upon original meritorious selection. We have also to consider:

- (a) Equitable adjustment of salaries to burdens and responsibilities.
 - (b) Tenure of office.
 - (c) Promotions and transfers according to merit and fitness.
 - (d) Supervision and environment.

Adjustments of Salaries.

:

In a previous report mention was made of the fact that the administrative branch of the government is subdivided into several independent bureaus, boards, commissions, and departments. Each department is a separate entity independent of all other departments, having its own separate and distinctive problems to be solved and duties to be performed. A few classified positions in the capitol are established by statute, with fixed salaries; but, as a rule, the duties and responsibilities and salaries of employes are fixed by the officer, board or commission having power of appointment and no uniform rule of equalization is provided. Janitors at the University receive fifty to fifty-five dollars a month. At the Capitol, where the salaries are fixed by statute, they are given seventy dollars a month for shorter hours and lighter work. Laborers at the University are paid as a rule forty-five dollars a month, while, at the Capitol, they receive by statute sixty dollars a month. The salary of factory and creamery inspectors is fixed by statute at twelve hundred dollars per annum, while deputies in the office of the State Fire Marshal are paid from fourteen hundred to eighteen hundred dollars per annum. Deputy game wardens, who serve in a similar capacity as law-enforcing officers, get from nine hundred to ten hundred eighty dollars per annum.

These instances are given as illustrative of the conditions which prevail. We believe a lesiglative inquiry into the subject might effect a more equitable adjustment of salaries to responsibilities and duties.

Transfers and Promotions.

In a previous report reference was made to the fact that the work of the various departments is not uniform throughout the year; that in some branches of the service there are periods of stress succeeding periods of comparative inactivity; that there is little opportunity given to readjust the load by the ready transfer of employes from one department to another. To facilitate readjustments in the service the Commission in July amended its rules governing transfers and transfers involving promotions and provided rules for promotional examinations, to which al

eligible persons employed in the service may be admitted. This rule provides for the transfer by promotion of such persons as have demonstrated their fitness in these competitive promotional examinations. During the past two years thirteen transfers for permanent employment have been authorized by the Commission.

Temporary Employments.

Your attention was called to the number of temporary appointments made during the biennial periods ending July, 1908. It was pointed out that, as a rule, the State can never receive as good service from temporary employes as it receives from those regularly in the service, who, by experience and training, are qualified to do the work in hand without waste of time and energy. Temporary employes receive a rate of compensation higher than is received by permanent or regular employes. Frequent temporary employments, except for seasonal work, would seem to indicate lack of careful planning ahead, especially where, as often happens, officers find it necessary to request the continuance of such employments beyond the original specified temporary period; and it is at this point that the civil service law often becomes a source of embarrassment and irritation to ofcers. This Commission believes it is justified in such cases in opposing such continuance beyond the terms of the original contract. Persons standing highest on an eligible list are seldom available for temporary service. It follows that temporary positions are not as a rule filled with persons who have demonstrated the highest degree of efficiency.

Heads of departments are coming to recognize the advantages of co-operation and consolidation. Matters common to all departments requiring expert supervision might well be unified and centralized. Uniformity in systems of filing and indexing letters, documents, reports and works of reference can be secured best by efficient central supervision. Uniformity in preparing material for publication, indexing public documents, proof-reading, etc., could be secured at less expense by such means. We see the need of co-operation and consolidation in the use of expensive labor-saving devices, such as addressing machines, multigraph machines, adding machines, etc. Legislation providing

for central supervision and service in these directions would effect a saving to the State, combined with marked increase in efficiency and uniformity in the application of business methods.

Political Service and Contributions.

A worthy employe may lose heart and interest if weighed down with the feeling that his tenure is in any degree whatsoever dependent upon political favor. We believe it is still the practice with some employes to make so-called voluntary campaign contributions upon the theory or supposition that their tenure may be dependent upon their making such contributions. We believe there are still some employes in the service who feel it incumbent upon them to devote a certain amount of time to the political interests of their superiors on the theory that it is necessary to secure their favor in that way. Just so long as employes suspect that their tenure is in any way dependent upon anything other than good and efficient service, this Commission will be handicapped in its work of getting into the service the most desirable candidates, and the efficiency of the service itself will be weakened.

The law prohibits an officer or employe from soliciting or receiving political services or contributions for political purposes from any other officer, agent, clerk or employe of the state, but it does not prevent an employe from making contributions of services or money to an officer or employe of the state, nor does it prevent solicitation of funds from officers or employes by private citizens or party campaign committees, nor does it prevent candidates who are not officers or employes from receiving such contributions. There has been much evident misconception on the part of the public as to just what political contributions and services the civil service law forbids, and there appears to be a widespread belief that active participation in political campaigns by persons in the classified service is wrong. If it is the will of the people of the state that the employes of the state shall not attempt to influence the result of an election by means of secret campaign contributions or partisan activity, that will should be expressed in clear and definite terms by statute.

Uniform Efficiency Records.

We believe that removals should be based upon established facts of record, not suspicion or hearsay evidence. Such record should show from day to day the quality and quantity of work performed by each employe—his attendance, conduct and industry.

To that end this Commission has prepared efficiency records to be kept in each institution, office, or department, from which quarterly reports are to be made to the Commission on blanks provided for this purpose. A reliable record of the efficiency of each employe, the quality and quantity of his work, his industry and attendance is essential in connection with any promotional examinations he may wish to take-Such a record is also an essential element in efficient supervision. The Chicago Commission has recently established an efficiency bureau devoted to the study of the problem of determining the efficiency of employes in the various branches of the service. This work is still in an experimental stage. There is some question whether actual efficiency can be scientifically measured in terms of dollars and cents. But relative efficiency can be fairly well determined, and any attempt to do so is likely to react favorably upon the service, to improve the quality of the work done, to increase the output of work, to insure meritorious promotions, and to sift out the unworthy. Moreover, a study of the quality and quantity and character of work which the various servants of the public are called upon to perform benefits the examining division of the service, making its work in turn more practical, reasonable and effective

REMOVALS.

In our last biennial report we recommended an amendment to the law governing removals on the theory that, as then interpreted by the attorney-general, the law unduly hampered a public officer in the removal of incompetent, insubordinate, or unworthy employes, and did not afford security of tenure to competent, trustworthy, faithful employes; that in case of removal a hearing should, if requested, be had quickly, informally, and inexpensively before some proper tribunal, the finding of which

General Report of the Commission.

should be final and conclusive. A bill embodying the recommendations of the Commission was passed by the senate and was reported favorably to the assembly, but was killed in the rush of the closing hours of the legislature.

This Commission still feels that the amendment suggested was a wise one. A similar law has, for some years, been in effect in Illinois, and we understand has worked most satisfactorily. Whether such an amendment shall be adopted in Wisconsin is for the legislature, in its wisdom, to determine.

Since the adjournment of the last legislature our supreme court has held, in the case of Wagner vs. Dahl, that even the courts have no authority to determine whether sufficient cause for removing an employe exist if the removing officer allege a cause of removal which on its face is sufficient, the cause not being political or religious.

Proposed Amendments to the Civil Service Law.

This Commission renews its recommendation made two years ago, in favor of an annual salary instead of a restricted per diem compensation for members of the Commission. We believe that at least one member of this Commission should be so compensated as to enable him to devote all or a large portion of his time to actual administrative work.

Section 17, paragraph 1, of the civil service law provides:

"Whenever there are urgent reasons for filling a vacancy in any position in the competitive class and the commission is unable to certify to the appointing officer upon requisition by the latter a list of persons eligible for appointment after a competitive examination, the appointing officer may nominate a person to the commission for non-competitive examination, and if such nominee shall be certified by the said Commission as qualified after such non-competitive examination, he may be appointed provisionally to fill such vacancy until a selection and appointment can be made after competitive examination, but such provisional appointment shall not continue for a longer period than two months, nor shall successive temporary appointments be made to the same position under this provision."

We find it difficult at times to conform to the requirements of

General Report of the Commission.

this provision of the law, which makes it necessary for us to hold a competitive examination within two months after a temporary appointment has been made, even through the temporary appointment is made after a widely advertised competitive examination has failed to produce satisfactory candidates. Having failed to procure candidates in a competitive examination, it is a needless expenditure of money immediately thereafter to advertise a second competitive examination. This law should be so amended as to permit the continued employment of a temporary appointee, who has satisfied the requirements of a non-competitive examination, and who has been selected in the absence of a suitable eligible list, until a suitable eligible list can be prepared under rules prescribed by the Commission.

We believe certain positions now classified by law in the unclassified service should be included in the classified service and respectfully invite your attention to a consideration of the entire unclassified service, to the end that such positions as can properly fall within the classified service be so classified by law. One entire department of state government, that of the bank examiner, falls under a decision of the supreme court in the unclassified service. No reason has even been advanced why an exception was made in the case of this department, and we know of none.

The law places the library staff in any library maintained wholly or in part at state expense in the classified service, but experience shows that librarians for public libraries can be selected satisfactorily by competitive examination. A notable illustration of the application of the competitive system is found in the recent selection by the Chicago Civil Service Commission of a head librarian for the city of Chicago.

The biennial period has been on the whole one of harmony and progress due largely to the fact that appointing officers of the state have, as a rule, co-operated with this Commission to the end that the merit principle might be applied. The state is under obligation to Dr. T. S. Palmer of the United States Department of Agriculture for valuable services rendered by him gratis in connection with the oral examination of game wardens during two successive seasons. The state is also indebted to the

press for bringing competitive examinations to public Acknowledgments are due to Mr. Elliott H. Goodwin and of the United States Civil Service Reform Association a various members of the State Civil Service Reform Leag valuable suggestions and advice in connection with this w Respectfully submitted,

C. E. BUELL,
T. J. CUNNINGHAM,
OTTO GAFFRON,
Commissio

PART II.

Minutes of the Meetings of the Commission for the Biennial Period Beginning June 16, 1908.

MINUTES OF THE MEETINGS OF THE COMMISSION.

June 16, 1908.

The Civil Service Commission met at its offices in the Capit ol at 9 o'clock a. m. All members present.

Section 16 was added to Rule IV, placing the position of matron of Chadbourne Hall in the non-competitive class, arad was submitted to the governor for his approval.

The Commission adjourned to meet Wednesday morning, Juree 24th.

June 24, 1908.

The Commission met at its offices in the Capitol on June 24th, at 9 o'clock a. m. All members present.

The minutes of the two previous metings were read and approved.

The secretary reported that C. E. Broughton of Fond du Lac has made affidavit that no communications had been received at any time from the state treasurer or from his assistant relative to the political affiliations of William Pugh. The case was therefore dismissed, it being evident that there is not sufficient evidence to justify further investigation of the complaint made by William Pugh.

The period of eligibility of persons whose names appear on the eligible list for the position of clerk was extended until such time as a new list can be prepared, but for a period not exceeding four months.

Letters from citizens of Waupun asking for an investigation of conditions at Waupun were brought to the attention of the Commission. Further consideration of the matter was deferred until the next meeting.

The secretary was authorized to carry out the proposed system

of local registration of laborers at Oshkosh, as previously outlined by the secretary.

The secretary made report of alleged irregularities in connection with the payment of C. W. Rhodes, recently appointed to the position of clerk in the office of the insurance commissioner. The secretary was instructed to make further investigation concerning these alleged irregularities and to report to the comsion at its next meeting.

The commission having received notice of the appointment of W. W. Burgett to act as deputy game warden in Walworth county until an eligible list can be procured, directed the secretary to notify the state game warden that inasmuch as Mr. Burgett has already served two months as a temporary appointee, and inasmuch as Section 17 provides that successive temporary appointments shall not be made under this provision, the appointment of Mr. Burgett is not approved.

An examination for the position of game warden having been ordered for Walworth county, Commissioner Buell was authorized to go to Elkhorn to conduct an oral examination in conection with the written examination to be given on Saturday, June 27th.

The Commission adjourned to meet on the 9th of July at 9 o'elock a.m.

July 8, 1908.

The commissioners met at the offices of the commission at 9 clock a.m. All members present.

Commissioner Gaffron was unanimously elected president of the Commission for the ensuing year.

F. E. Doty was unanimously re-elected to the position of secrebry and chief examiner for the ensuing year.

The salary of Frank L. Fawcett, chief clerk for the Commission. was increased from \$1,200 to \$1,400 per annum.

The salary of H. S. Knight, assistant examiner for the Commission, was increased from \$1,200 to \$1,400 per annum.

An examination for the position of chief engineer in penal and charitable institutions was ordered.

Commissioner Buell was authorized to further investigate the

alleged irregularities in connection with the employment of C. W. Rhodes in the office of the insurance commissioner, and to report at the next meeting.

The oral request of the secretary of the railroad commission that a special examination for the position of multigraph clerk be held, the salary being \$30 a month, was denied, it being the opinion of the Commission that the position can be filled satisfactorily from lists already in force.

The Commission adjourned to meet on the 22nd of July at 2 o'clock a. m.

July 23, 1908.

The Commission met at its offices in the Capitol on Thursday, July 23rd, at 8 o'clock a. m. All members present.

The secretary was authorized to permit the transfer of any one of the men acting as special agents for the tax commission at a salary of \$1,200 to the position of clerk in the office of the burear of labor and industrial statistics at a salary of \$1,100, it having been shown that the services of someone of demonstrated ability to conduct investigations and to make statistical reports of such investigations is desired, and it further having been shown that persons now acting as special agents for the tax commission have passed a competitive examination in statistical work.

An examination for the position of stenographers was ordered to be held during the last week in August.

In the matter of the investigation of the Civil Service Commission into the employment and compensation of Chester W. Rhodes, Commissioner Buell made a report of an investigation conducted by Commissioner Buell and Secretary Doty, and filed with the Commission a transcript of all testimony taken in the matter. Further consideration of the matter was postponed.

The Commission adjourned to meet Thursday, July 30th, at 9 o'clock a. m.

July 30, 1908.

The State Civil Service Commission met at its offices in the Capitol at 2 o'clock p. m. All members present.

A. J. Klofanda of Eau Claire county, whose commission as game warden expired July 1, 1907, and who separated from the

service some time in May, 1907, renewed his request for a ruling to determine his status under the civil service law. The matter was referred to Commissioner Buell with instructions to investigate, and if necessary to subpoena witnesses and take testimony, and report to the Commission both as to the facts and the law, at its next meeting.

An examination for the position of deputy game warden for Dane county was ordered to be held August 15th.

An examination for the position of primary teacher was ordered to be held August 22nd.

The request of the tax commission that an examination be held for the position of multigraph clerk for the purpose of securing someone competent to operate the multigraph machine and the typewriter at a salary of \$30 a month was postponed.

Adjourned until Monday, August 3rd.

August 3, 1908.

The Commission met at its offices in the Capitol at 9 o'clock a.m. Commissioner Cunningham absent.

The following resolution was adopted:

"Whereas, it appears from the testimony taken before a memher of this Commission upon the examination made as to the appointment, compensation, etc., of Chester W. Rhodes in the office of the insurance commissioner, that the insurance commissioner appointed Mr. Rhodes to the position of actuary in his office; that Mr. Rhodes had not at the time of such appointment obtained a place upon any eligible list entitling him to such appointments that he did not possess the expert knowledge and qualifications that would enable him to perform the duties of such position; that at the time of such appointment it was not int-nded by either said commissioner or said appointee that such appointee should perform any of the duties pertaining to the position of actuary, but should perform only duties of a clerical nature; and it further appearing that such appointee during such employment performed no actuarial duties, but that such duties were performed by others in said office; and it further apparing that at the end of such employment Mr. Rhodes' name

was sent to this office upon the pay roll of said insurance comm sioner, as actuary, at a salary of \$200 per month; that upon fusal of the secretary of this commission to certify such pay ro a new pay roll was prepared upon which the name of Mr. Rhod appeared as clerk at a salary of \$100 per month; and it furth appearing that thereafter Mr. Gurnee and Mr. Frey, who h done the actuarial work of said office during the time Mr. Rhod was employed therein and who, according to the said amend pay roll drew the pay therefor, were requested by Mr. Beed Insurance Commissioner, to give, and did give, to said Rhod the extra compensation they had received for performing su actuarial duties;

And whereas, section 15 of the Civil Service law provides: " person shall be appointed or employed under any title not a propriate to the duties performed;' that section 23 of such le provides: 'No person shall be appointed to or employed in a position in the classified service for which rules have been p scribed pursuant to the provisions of this act, until he l passed an examination, or is shown to be specially exempt from such examination, in conformity with the provisions of t act and of the rules made pursuant thereto;' that section 23 said law further provides: 'It shall be the duty of each appoin ing officer of the state to report to the Civil Service Commissi forthwith in writing, upon such appointment or employme the name of such appointee or employe, the title and charact of his office or employment . . . the date of service virtue thereof and the salary or compensation thereof;' that s tion 2 of said Civil Service law provides: 'After the passage this act appointment to . . . the Civil Service of the sta shall be made only according to merit and fitness, to be asc tained as far as practicable by examinations After the expiration of six months from the passage of this a no person shall be appointed . . . as an officer, cle employe, or laborer in the Civil Service . . . in a manner or by any means other than those prescribed in this ac and this Commission being of opinion that in making such & pointment said insurance commissioner has failed to comp with the above provisions of the Civil Service law, and furth

that in receiving such compensation (\$200), Mr. Rhodes has received money, which as between him and the state of Wisconsin equitably, if not legally, belongs to the state of Wisconsin.

Resolved, That the secretary be, and he hereby is, instructed to transmit to the attorney-general a copy of such testimony and of the report of such commissioner, and of this resolution, for such official action, if any, as he may deem necessary in the premises."

August 27, 1908.

The Commission met at its offices in the Capitol at 11 o'clock a.m. All members present.

The minutes of the previous meeting were read and approved. A letter of Dr. W. A. Gordon, of the Northern Hospital for the Insane, recommending that the Commission abandon its proposed plan to establish a local registration office at Oshkosh, was laid before the Commission. The secretary was instructed to advise Dr. Gordon that the Commission deems it wise to continue the system already inaugurated, at least for the present.

The transfer of J. H. Curtin from the position of special agent in the department of the state tax commission at a salary of \$1,200 a year, to the position of clerk in the office of the commissioner of labor and statistics, was approved, the transfer to take effect September 1. The transfer was granted on the ground that the services of someone of demonstrated ability to do statistical work are needed, and Mr. Curtin has demonstrated ability in statistical work by competitive examination.

The chief examiner having made report that the Misses Florence Stacy and Laura Breese have satisfactorily passed a non-competitive examination for the positions, respectively, as teacher in millinery and dressmaking and as teacher in cooking, their appointments to positions as teachers in the Wisconsin industrial school for girls is approved.

The appeal of C. L. Graham of Burlington, formerly oil inspector for District No. 4, from the action of the state oil inspector consolidating District No. 4 with Districts No. 2 and 3, which consolidation resulted in separting Mr. Graham from the service, was dismissed on the ground that there is no evidence

submitted that brings the case within the jurisdiction of t commission.

A letter was received from the governor requesting this commission to co-operate with the state conservation commission formulating such report as it is possible for the civil serv commission to prepare. The secretary was directed to ascert the character of the investigations desired and to further port in reference to the matter.

The Commission adjourned to meet at the Plankinton Horin Milwaukee on the 10th of September at 7:30 p. m.

September 10, 1908

The Commission met at the Plankinton House at 7:30 p. Commissioner Cunningham being absent.

Commissioner Buell, after having made investigation into appeal of A. J. Klofanda for a ruling to determine his stat made report to the effect that the commission has no jurisdict in the premises. The case was thereupon dismissed.

A new section was added to Rule IV, placing the position dentist for occasional service in penal and charitable institions in the non-competitive class for all such incumbents residing in the institution.

The chief clerk was directed to be present at the State F grounds during Friday to pass upon all pay rolls of State F employes.

Secretary made report to the Commission concerning the woof the office during the previous month.

The Commission adjourned to meet in Madison subject to call of the president.

September 24, 1908

The Commission met at its offices in the Capitol at 9 o'cl a. m.

The minutes of the previous meeting were read and approv A competitive examination was ordered for the position of sistant to the purchasing agent in the University. Salary a month.

The secretary made report concerning the work of the previous week, and laid before the Commission certain matter pertaining to the forthcoming biennial report.

The Commission adjourned subject to the call of the president.

October 8, 1908.

The Commission met at its offices in the Capitol at 9 o'clock. All members present.

The minutes of the previous meeting were read and approved. A request was received from the state railroad commission for the transfer of Ida Breitkreutz, now employed in the Oshkosh Normal School as stenographer and secretary to the president at a salary of \$70 a month, to the position of stenographer in the office of the railroad commission at a salary of \$60 a month. The transfer was approved.

Commissioner Buell made further report in reference to the petition of A. J. Klofanda of Chippewa Falls, in which it appears that the Civil Service Commission does not have jurisdiction over his request for reinstatement on the ground that he has not been legally removed. The report of the commissioner was accepted as the opinion of the Commission, and the secretary was directed to forward a copy of Commissioner Buell's report to Mr. Klofanda.

The regents of the University made oral request that the position of assistant to the purchasing agent in the University be classified as non-competitive. In view of the fact that the salary of this position is comparatively low, the duties being of a peculiarly confidential, fiduciary nature, requiring considerable technical knowledge and judgment; and further, in view of the fact that the department has but recently been created, that it is in the experimental stage, that the pressure of work at this time is heavy, and that to attempt to fill the position by competitive examination would interrupt and delay the service, the Commission adopted a rule classifying the position as non-competitive, and the previous order of the Commission directing that a competitive examination be held, was rescinded.

An examination for legislative employes was ordered to legiven on Saturday, December 5th.

The request of a candidate who was unable to appear at the competitive examination held on Saturday, September 26th, for a special examination, was denied.

The Commission thereupon adjourned to meet on Thursda October 22nd, at 9 o'clock a. m.

October 22, 1908.

The Civil Service Commission met at its offices in the Capit at 9 o'clock a. m. All members present.

Secretary M. E. McCaffrey of the board of regents of the University appeared before the commissioners to make request that the position of requisition clerk, at a salary of \$1,000 a year be placed in the non-competitive class temporarily. The quest was granted and the accompanying rule was drawn a transmitted to the governor for his approval. This action was taken for the following reasons:

It is the duty of the requisition clerk to keep all requisiti accounts: to figure extensions and footings on invoices; to pa upon orders for purchase on approval requisitions; to verify 1 correctness of vouchers in reference to proper classification to assist generally in the execution of the work in the regen office, and frequently to perform the functions of the secreta-The salary is \$1,000 a year. The commission has no suital eligible list for the position, and it is believed that in view of 1 requirements of the position it will be difficult to secure sa1 factory applications for competitive examination. It is urg€ that this position be immediately filled in order to give relief the secretary at a time of year when the pressure of work The temporary appointment must in any event be ms pending a competitive examination and it is not deemed ex1 dient to interrupt the work of the regent's office during the bu season by making changes at this time. It is believed that t person temporarily employed should be continued until a mo favorable time.

Matters pertaining to the forthcoming biennial report were laid before the Commission and received due consideration.

Secretary M. J. Tappins of the state board of control appeared before the Commission in reference to the certification of the name of Frank Hood. It appears that Frank Hood was employed for sixty days in the office of the board of control. It further appears that he had no place on any eligible list; that no request was made by the board of control for certification of names, and the request of Mr. Tappins that the name of Mr. Hood be certified for compensation was laid over until the next meeting.

November 20, 1908.

The Commission met at its offices in the Capitol at 9 o'clock a.m. All members present-

The minutes of the previous meeting were read and approved.

The secretary was directed to advertise a competitive examination for the position of organizer of University extension, the salary being \$1,500 per annum.

The superintendent of public property, Mr. Charles Bennett, appeared before the Commission to make request that the position of coachman and care-taker at the executive residence be classified as non-competitive, on the ground that the personal relations which such an employe has with the occupants of the executive residence makes it desirable that the governor should be given authority to take the initiative in making selection. A rule was thereupon adopted classifying the position as non-competitive and was submitted to the governor for his approval.

The secretary was directed to prepare a rule relative to the belection and certification of persons for labor positions in the Capitol, to be laid before the Commission at its next meeting.

The Commission adjourned to meet on Thursday, December 3rd, at 9 o'clock.

December 3, 1908.

The Commission met at its offices in the Capitol at 9 o'clock a.m. All members present.

The minutes of the previous meeting were read and approved.

Dean Reber of the department of university extension appeared before the Commission in behalf of the president of the university to request the classification of the position of organizer for university extension as non-competitive, this being a continuance of the classification made in 1906, it being represent that the work of this department is in an experimental stage that it is desirable to procure the services of men who have has similar experience in connection with correspondence school wor in other states, the Commission classified the position as non-competitive until January 1, 1910, and directed the secretary to drafarule to be signed and forwarded to the governor in accordance with this action. The action taken by the Commission at it last meeting ordering a competitive examination for the position of organizer for university extension work was rescinded.

The secretary was directed hereafter to notify all department interested of the expiration of any rule at least three month prior to the expiration of any rule classifying positions tempo arily as non-competitive, in order that in the future no misunde standings as to the authority of officers to make appointment in such cases may arise.

A new section was added to Rule VII, providing that her after all labor positions in the department of the superintender of public property shall be filled from lists of persons registere for the state at large. Section 17 of Rule XVII was drawn conformity to this action and forwarded to the governor for happroval.

Upon the request of Mr. Charles McCarthy of the Legislati reference library, the temporary transfer of Miss Bertha Ms son, a stenographer in the university, to a similar position in the legislative reference library was approved.

A copy of the biennial report of the Commission in its fir form was approved and ordered printed.

State Superintendent C. P. Cary asked the Commission to he a competitive examination and to certify at the earliest possibility date three names from which to select a rural school inspect. The secretary was directed to advertise an examination to be he on the 19th of December, 1908, and was authorized to secure su expert assistance as may be necessary in connection with this eamination.

The Commission adjourned to meet Wednesday, December 30th at 9 o'clock a. ni.

December 12, 1908.

The Commission met at the call of the president at 9 o'clock a.m. All members present.

The appeal of E. F. Hensel, who took an examination for deputy fire marshal, for re-rating, was granted, and Commissioner Buell was directed, with the secretary, to re-examine his papers and report the same at the next meeting.

The request of William Gray that he be given a special examination for the position of journal clerk in the legislature upon the representation that he was ill on the day the examination was given, was denied.

The request of O. G. Briggs of Madison for a special examination as assistant sergeant-at-arms and proof reader, on the ground that he did not receive papers to admit him to the examination on the day the examination was given, was denied.

December 31, 1908.

The Civil Service Commission met at its offices in the capitol on December 31 at 9 o'clock a. m. All members present.

The minutes of the previous meeting were read and approved. Commissioner Buell reported upon the appeal of E. F. Hensel of Whitehall for a re-rating in the examination for the position of fire marshal. The recommendation that the name of E. F. Hensel and A. J. Kraby be appended to the list of persons eligible for the position of fire marshal with detective ability, was approved.

The request of the Railroad Commission for the transfer of Miss Eunice Sasman, a stenographer in the University at a salary of \$55 a month, to the position of stenographer in the employ of the Railroad Commission at a salary of \$55 a month, was approved.

The secretary reported that the eligible lists for the positions of cruiser, factory inspector, plumber and police are soon to expire, and recommended that the period of eligibility of those lists

be extended. The period of eligibility for the position of cruis was extended one year. The period of eligibility for positions: factory inspectors, plumbers and police was extended s months.

A question having been raised as to the authority of the Con mission to certify to the pay roll of Robert Knoff, employed from the clerks' list temporarily in the office of the Railroad Commission, the secretary was instructed to obtain an opinion from the attorney general and to be guided accordingly.

Adjourned to meet subject to call of president.

January 14, 1909

The Commission met at its offices in the capitol at 9 o'clock m. Commissioner Buell being absent.

The secretary was authorized to certify to the secretary of stathe name of Robert E. Knoff for compensation for services redered in digesting and analyzing material for the biennial report of the Railroad Commission. This action was taken a conformity with an opinion rendered by the attorney general arunder the provisions of paragraph 1. Section 17.

Request having been received from the Commissioners of fis eries for authority to appoint B. O. Webster of Bellefonte, Pensylvania, as fish culturist to take charge of the Wild Rose Fis Hatchery at a salary of \$85 per month and house rent, on the ground that it had been found by previous advertising that it impossible to find satisfactory candidates in Wisconsin, and a the ground that Mr. Webster has had technical training and experience in this work, the request of the Commission was a proved under the provisions of paragraph 2, Section 17.

Joseph G. Schauer of Oconto, who took the examination for the position of night watch in the legislature, made appeal for re-raing of his examination papers. The matter was taken under consideration and the papers of Schauer were re-examined and rated.

R. E. Smith of Tomah came to the Commission for re-ratin of his papers written in competitive examination for the positio of bookkeeper and journal clerk in the legislature. The matter

was taken under consideration and Mr. Smith's standing on the eligible list was determined, his final rank on the eligible list being No. 14.

The request of C. E. Shaffer, chief clerk of the assembly, for the transfer of C. J. Hartley, a stenographer employed in the Railroad Commission, to the position of stenographer in the assembly, was granted.

The request of F. E. Andrews, chief clerk of the senate, for the transfer of A. W. Galloway, employed as stenographer in the office of the secretary of state, to a position of stenographer in the senate, was granted.

The request of F. E. Andrews, chief clerk of the senate, for the transfer of F. W. Spencer, a stenographer in the employ of the tax commission, to the position of stenographer in the senate, was approved.

The commission adjourned to meet Thursday, the 21st of January.

January 21, 1909.

The Commission met at its offices in the capitol at 9 o'clock a.

m. All members present.

The minutes of the previous meeting were read and approved. The secretary laid before the Commission a suggested bill providing for amedments to the civil service law, and after due consideration the bill in its main features was approved and a resolution was offered to the effect that it is the judgment of the Commission that this measure should become a law.

Upon the invitation of Dr. W. A. Gordon of the Northern Hospital for the insane, the Commission decided to hold its next meeting at the Northern Hospital.

Adjourned to meet at Winnebago, February 11, 1909.

February 11, 1909.

The Commission met at the Northern Hospital at Winnebago at 11 o'clock a. m. All members present.

The minutes of the previous meeting were read and approved. Action was taken classifying the position of attendant in hos-

pitals for the insane and feeble minded as non-competitive, the position to be so classified for a period of two years. It is under stood that the Commission will continue to advertise for attendants and to submit to superintendents the names of desirable candidates. This action was taken for the reason that the Commission has not found it possible to procure a sufficient number of satisfactory eligibles by competitive examination owing to the fact that the salaries now paid are not adequate for the services required.

In the matter of the charges filed by M. W. Waite against the commissioner of insurance and the department examiner in the insurance commissioner's office of certain irregularities, the following resolution was adopted:

In view of the fact that the charges filed by M. W. Waite with this Commission on January 3, 1909, have also been filed with the governor and referred by him to the legislature with a recommendation that an investigation be made concerning the matters therein contained.

Resolved, That it is the policy of this Commission not to take any further action in reference to the matter.

The secretary was instructed to make such investigation as may be necessary in order to determine what positions in the department of the state tax commission, now classified as non-competitive, can be restored to the competitive class, and to make report of his finding to the Commission at its next meeting.

The Commission adjourned to meet subject to the call of the president and secretary.

February 25, 1909.

The Commission met at its offices in the capitol at 10 o'clock a. m. Commissioner Gaffron absent.

The secretary was instructed to communicate with the chairman of the legislative investigating committee, advising the committee that it is the opinion of the Commission that employes appointed by this committee must be chosen from eligible lists.

The Commission having advertised examinations for laborers and janitors and having indicated in its circulars the maximum age as 50 years, the question was raised whether the age limits

should apply in case of veterans of the civil war. The chief examiner was instructed to give only such preference as is indicated in the Commission's rule. The former practice of the examiner in marking veterans was approved.

The Commission adjourned to meet subject to the call of the president and secretary.

March 11, 1909.

The Commission met at its offices in the capitol at 2 o'clock p. m. Commissioner Gaffron absent on account of sickness.

A rule classifying positions in the employment of the senatorial legislative investigating committee during the continuance of the present investigation was approved.

The following resolution was adopted:

It having developed in the investigation now being held by a committee of the Wisconsin legislature that certain employes of the state received money from candidates for nomination for the United States senate in the primary election held in the year 1908, and that said employes rendered political service to such candidates endeavoring to secure such nomination.

Resolved. That the secretary of this commission is instructed on or before the close of such investigation to procure from such committee the names of such employes who have so received money and rendered service, and that he report the same to this Commission for such action as may be necessary and proper.

The Commission adjourned to meet on Thursday, March 25th, 1909

March 25, 1909.

The Commission met at its offices in the capitol at 9 o'clock. All members present.

The minutes of the previous meeting were read and approved. The request of Congressman Kopp that the Commission give a competitive examination in the third district to fill the vacancy in the West Point Military Academy, was considered. The secretary was given authority to conduct the examination on condition that the expense of the examination be not borne by the state.

A general competitive examination was ordered to be held some time during the month of May.

The secretary made a report concerning the work of the office. Commission adjourned.

April 15, 1909.

The Commission met at its offices in the capitol at 10 o'clock a.m. All members present.

The minutes of the previous meeting were read and approved Mr. C. C. Bennett, superintendent of public property, appeare before the Commission to make request for special authority appoint John Anderson to a position as laborer on the ground that Anderson has a special knowledge of the location of wate mains, sewers, manholes, etc., about the capitol. The request was denied, but the secretary was instructed to take all necessar, steps to procure a list of men having the requisite qualification and to make certification at the earliest possible date.

Honorable J. D. Beck, commissioner of labor and industrias statistics, appeared before the Commission to request that all positions in the employ of the bureau of labor and industrias statistics, where the salary does not exceed one hundred dollar per annum, in connection with an investigation of economic another conditions of families of children between the ages of fourteen and sixteen at present working in the Wisconsin factories for the support of families, be placed in the non-competitive class. The request was granted and the secretary was instructed to draw up a rule, classifying the above-named positions as non-competitive, to be submitted to the governor for his approval.

The commissioner of labor and industrial statistics also made request that the position of special agent having general charge of the above-named investigation (one position) be classified as non-competitive, it being understood that the compensation shall not exceed one thousand dollars per annum. The request was granted, and the secretary was instructed to draw a rule classifying the position of special agent as non-competitive to be submitted to the governor for his approval.

The Commission adjourned to meet on Thursday, April 29th, 1909.

April 29, 1909.

The Commission met at its offices in the Capitol at 9 o'clock a.m. All members present.

The minutes of the previous meeting were read and approved. It having been represented to the Commission that there is reason to believe that one or more employes in the Capitol have appropriated postage stamps belonging to the state, Commissioner Buell was instructed to take all necessary steps to investigate the matter and, if necessary, to go to Chicago to personally interview mail order departments with whom these employes are reported to have transacted business.

The secretary made report to the Commission concerning the work of the office since the last meeting of the Commission.

The Commission adjourned.

May 20, 1909.

The Commission met at its offices in the Capitol at 9 o'clock a.m. All members present.

Commissioner Buell made a report of certain investigations made by him into the conduct of certain employes. The report was accepted as a report of progress and Commissioner Buell was authorized to continue his investigations.

The request of Hon. J. D. Beck for authority to make non-competitive appointment of someone competent to act as special agent for the bureau of labor and industrial statistics to conduct an investigation into the health of certain classes of Wisconsin's population in reference to the effect of the use of phosphorus m making matches, the compensation not to exceed \$150 in all, was granted and a rule in accordance with this action was drawn and submitted to the governor for his approval.

W. S. Irvine, sergeant-at-arms, jointly with the committee on employes and expenditures for the assembly, made request in. writing that the following promotions be made for the balance of the legislative session:

That C. F. Puls, now acting as post officer messenger, be pro-

moted to the position of postmaster in place of R. W. Chee deceased.

J. A. Jerabeck, a committee messenger, to the position of officer messenger.

Frank J. Rief, committee messenger, to the position of d ment custodian in place of C. E. Nelson, resigned.

Ernest Wright from the position of policeman to the pos of assistant sergeant-at-arms in place of Harry Ross, resig Harry Benedict from a position as messenger to the pos

of policeman.

In view of the fact that these promotions are for a temporariod not exceeding one month, the assignments were appropriately approximately app

The Commission adjourned to meet Thursday, May 27t 9 o'clock a. m.

May 27, 190

The Commission met at its offices in the Capitol. All men present.

A copy of the evidence given in the senatorial investigatic the legislature was filed with the Commission by the investigate committee. The matter was referred to Commissioner Buell was authorized to make an analysis of all evidence relative violations of the Civil Service law by employes in the service.

The secretary made a report concerning the work of the vious week.

Adjourned to meet Friday, June 4th.

June 4, 19

The Commission met at its offices in the Capitol. Consioner Gaffron absent.

A general competitive examination for the positions of tory inspector, family officer and matron, fireman, super of dairy tests, stenographer, teacher in the penal and chari institutions, and veterinarian, was ordered to be held on S day, July 17th.

The Commission passed upon the examination requirer

and proposed published information in reference to the above examination.

The secretary made report to the Commission that in the examination held on Saturday, May 29th, for the position of game warden for St. Croix county, three candidates satisfied the requirements for the position of game warden for inland work, but had no candidates satisfied the preliminary requirements laid down by the state game warden at the time request for such examination was made. Final action in reference to the status of these candidates was laid over until the next meeting.

The Commission adjourned subject to the call of the president and secretary.

June 29, 1909.

The Commission met at its offices in the Capitol at 9 o'clock a.m. All members present.

The secretary was instructed to look into the advisability of appointing an additional local examiner for Shawano county in place of Dr. H. W. Partlow, resigned.

The promotion of Wesley M. Ketchum from the position of electrician at \$75 a month, to the position of electrician and engineer at a salary of \$100 per month, was approved, he having passed a satisfactory non-competitive examination.

The period of eligibility of persons on the eligible list for bookkeeper was extended six months.

Authority was granted the state board of health and vital statistics to continue in its employ persons at present employed in that department who up to the present time, have been paid by the federal government, to render service to the state of Wisconsin in copying death certificates issued during the years 1907-8-9, the service to end when the work is finished. A rule classifying these employments as non-competitive was ordered drawn.

The secretary was instructed to report the ease of A. W. Gratz to Honorable George Rickeman, state game warden.

The secretary was instructed to give a competitive examination for the position of principal of the boys' industrial school at Waukesha.

Commissioner Gaffron was requested to investigate and report upon the advisability of revising the rules.

The salary of Chief Clerk Frank L. Fawcett was increased from \$1,400 to \$1,800 per annum.

The salary of Henry S. Knight, assistant examiner, was increased from \$1,400 to \$1,800 per annum.

The Commission adjourned to meet Thursday, July 8, 1909.

July 8, 1909.

The Commission met at its offices in the Capitol. All members present.

The minutes of the previous meeting were read and approved. Commissioner C. E. Buell was elected president of the Commission for the ensuing year.

F. E. Doty was re-elected to the office of secretary and chief examiner.

Miss Edna Carroll, one of the three standing highest on the eligible list for the position of stenographer, was appointed for three months' temporary service at a salary of \$60 a month.

The secretary was directed to hold an examination for the position of chief deputy oil inspector.

The secretary was directed to prepare an amendment to the rule relative to competitive examinations for the position of game warden to conform to the provisions of chapter 525, laws of 1909.

The Commission adjourned to meet Thursday, July 22nd.

July 27, 1909.

The Commission met at its office in the Capitol. All members present.

The minutes of the previous meeting were read and approved. In view of the fact that the attorney general had filed a corrected opinion to the effect that it is within the jurisdiction of the commission, under the provisions of section 14, to classify the position of chief deputy oil inspector as exempt, the secretary was directed to comply with the request of the state oil

inspector for a public hearing, and to advertise such hearing to he held on Thursday, August 19th, at 2 o'clock.

The secretary was directed to advise the Capitol commission that it is the wish of the Civil Service Commission that the matter of the classification of the chief engineer be finally determined at its next meeting.

The action of the president and secretary in disapproving the temporary appointment of J. W. Stone to the position of deputy fish and game warden by letter on July 12th was approved.

The secretary was instructed to notify the state game warden that the temporary appointment of G. W. Dartt of Montello to the position of deputy game warden is not approved.

The secretary was further instructed to transmit to the governor and the state game warden the evidence on file in the office of the Civil Service Commission on which the above action is based.

The secretary was instructed to send notices to all persons temporarily appointed to the position of deputy game warden, who have not already satisfied the requirements of a preliminary examination, requiring answers to be filed not later than August 3rd, 1909, and instructing such appointees that failure so to do shall render the office vacant.

The secretary was instructed to refuse to approve the appointment or reinstatement of any person who is known to have violated any of the provisions of the Civil Service law.

The Commission adjourned to meet Saturday August 7, 1909.

August 7, 1909.

The Commission met at its offices in the Capitol at 9 o'clock a.m. All members present.

The minutes of the preceding meeting were read and approved. The Commission received a request from George II. D. Johnson of the capitol commission for an extension of time in reference to the matter of advertising an examination for position of chief engineer for the Capitol heating plant. The request was granted.

The Commission received a request from the board of control that Miss Mary Howard, at present employed as stenographic clerk with the university extension department, be transferred to the employ of the board of control, to the position of stenographic clerk at a salary of \$800 per annum. The transfer was authorized.

The president and sccretary were authorized to summon by subpoena G. W. Dartt, and any other persons whose testimony may in their judgment be desired, and to examine them in reference to the expense accounts and previous service of G. W. Dartt, deputy game warden at Montello.

The Commission adjourned to meet Thursday, Aug. 19th.

August 19, 1909.

The State Civil Service Commission met at its offices in the capitol at 9 o'clock a. m. All members present.

The minutes of the previous meeting were read and approved. The period of eligibility of names appearing on eligible lists for the positions of veterinarian, clerk, fire marshal, fire marshal with detective ability, fire warden, typewriter clerk, plumber and mechanician was ordered extended six months.

Commissioner C. E. Buell, to whom was referred the testimony of the joint senatorial investigating committee of the legislature of 1909, made a report of the facts disclosed by such testimony so far as it related to Civil Service employes, and also made recommendations as to the action which should be taken by the Commission thereon. On motion, Commissioner Buell's report and recommendations were adopted, and the secretary was instructed to notify the state game warden of such action.

In accordance with published notices, the Commission heard arguments by Messrs. Edward L. Tracy, state oil inspector, Hon. W. J. Ingalls, of Racine, and others, relative to the request of the state oil inspector that the position of chief deputy oil inspector be placed in the exempt class. At the conclusion of the hearing the Commission denied the request, on the ground that there is reason to believe that it was the intent of the legislature that the position be classified as competitive.

Hon. W. J. Ingalls, of Racine, appeared in behalf of the committee on industrial insurance to request authority to appoint P. J. Watrous, of Milwaukee, secretary for such committee at a salary of five dollars per day. Inasmuch as the position is temporary in character, requiring special qualifications, the Commission adopted a rule placing it in the non-competitive class.

Senator Walter Owen, of Maiden Rock, appeared before the Commission in behalf of the joint committee on insurance of bank deposits to request that authority be granted the committee to appoint C. W. Rhodes as its clerk during the investigation at a salary of five dollars per day. Inasmuch as the appointment is temporary, and inasmuch as the work is already under way, and inasmuch as special qualifications are required for the position, the Commission adopted a rule placing the position in the non-competitive class and authorizing the temporary appointment of C. W. Rhodes.

Hen. Allen D. Conover, of the state board of control, appeared to make request that the positions of prison physician and physician for the Green Bay Reformatory be placed in the exempt class. The secretary was directed to notify the board of control that inasmuch as the Commission has no suitable eligible list for the position of head physician, and inasmuch as pressure of work at this time makes it impracticable for the Commission to call a special competitive examination, the state board of control is authorized, under the provisions of section 13, to nominate persons for appointment, subject to the approval of the Commission, by non-competitive examination.

The Commission adjourned to meet Tuesday, August 31st.

August 31, 1909.

The Commission met at its offices in the Capitol at 9 o'clock a. m.. Tuesday, August 31, 1909.

Commissioners Buell, Cunningham and Gaffron were present. The minutes of the previous meeting were read and approved. Commissioner Cunningham was authorized to inquire into the contract which the Milwaukee normal school has with its en-

gineer and to report his findings.

A request was received from Hon. J. M. True, secretary of the state board of agriculture, for authority to employ fifteen or more clerks for service at the Wisconsin State Fair, under the provisions of paragraph 1 of Section 17, permitting emergency appointments to be made without regard to the rules or the statute, but in no case to continue longer than ten days. On motion the request was granted, it being understood that Secretary True shall furnish to the Civil Service Commission a complete list of persons so employed; it being further understood that persons already in the service of the state shall not be so employed.

The request of Miss Edna Harrison, temporarily employed in the office of the Civil Service Commission, for an increase in salary was denied on the ground that names of persons standing higher on the list were originally passed over in order to find someone willing to accept so low a salary.

The request of the registrar of the University, Mr. W. D. Hiestand, for authority to appoint Miss Leone Spoor, of Oshkosh, to the position of stenographer and statistician, at a salary of \$60 a month, was granted, and to that end a rule was drawn classifying the position of stenographer and statistician in the office of the registrar of the University as non-competitive for a period of one year. This action was not taken until an effort had been made to find some person on the eligible list for the position of stenographer having the requisite qualifications.

The Commission adjourned to meet on the 14th of September.

September 14, 1909.

The Commission met at its offices in the Capitol. All members present.

The minutes of the previous meeting were read and approved. The secretary made report of his conclusions in the examination of G. W. Dartt, of Montello, previously appointed as deputy game warden for Marquette county. On motion of Commissioner Cunningham, the report was adopted and the secretary was directed to send a copy thereof to the state game warden.

1

Minutes of Meetings of the Commission.

A general state competitive examination for the position of deputy game warden was ordered to be held on October 2nd for the purpose of establishing senatorial and state eligible lists.

The period of eligibility of persons on the eligible list for positions as veterinarians and electricians was ordered extended six months.

The request of Hon. J. Q. Emery, state dairy and food commissioner, as outlined in his letter of September 13th, asking for authority to assign Dr. Richard Fisher, at present employed as analytical chemist for the dairy and food commission at a salary of \$1,800 per annum (the position being in the classified service), to the position of assistant chemist at a salary of \$50 per month, was granted.

The secretary was authorized to secure the services of an expert to assist in conducting the examination of candidates for the position of deputy game warden, and to incur an expense therefor not exceeding \$100.

A communication was received from Mr. Harvey Clark, formerly superintendent of the school for the blind, protesting against the reinstatement by the state board of control of certain persons previously in its employ at the school for the blind, who had been dismissed for disloyalty by him while acting as superintendent. An opinion rendered by the attorney general to the state board of control in reference to reinstatements in penal and charitable institutions was read in connection with this matter. Further consideration of the case was laid over until the next meeting, and the president and secretary were instructed to examine into the law governing reinstatements in penal and charitable institutions and to make report to the Commission at its next meeting concerning the extent of the jurisdiction of the Commission in reference to it.

A communication was received from L. E. Reber, director of the university extension division, for authority to appoint H. M. Durbrow to a position in the extension division as bookkeeper and assistant instructor in accounting. On motion of Commissioner Gaffron a rule was adopted classifying the position as non-competitive. This action was taken on the ground that the

service to be performed brings the position partly in the classified and partly in the unclassified service.

The Commission adjourned to meet Tuesday, September 28th.

September 28, 1909.

The Commission met at its offices in the Capitol. Commissioner Cunningham absent.

The minutes of the previous meeting were read and approved. It having been reported that Edward L. Tracy, the state oil inspector, has stated that information concerning the nature of examination questions prepared by the Civil Service Commission in a previous examination has reached candidates in advance, the Commission authorized the president and secretary to summon Mr. Tracy to appear before them to be sworn and examined in reference to the information in his possession.

A communication was received from the commissioners of public lands, nominating William II. Bennett, previously employed as assistant chief clerk in the office of the commissioners of public lands at a salary of \$1,600 per annum, for promotion to the position of chief clerk in said office at a salary of \$1,600. In view of the fact that Mr. Bennett during the past year, while acting as assistant chief clerk, has satisfactorily performed the duties of chief clerk, and in view of the fact that the promotion does not involve an increase in compensation, the Commission directed the secretary to notify the Commissioners of public lands that Mr. Bennett is deemed to have satisfied the requirements of a promotional examination and that his appointment to the position of chief clerk is approved.

The Commission received a report from Commissioner Buell concerning certain investigations made by him at Chicago on September 23rd and 24th inquiring concerning the record of certain Civil Service employes.

The Commission adjourned to meet October 21st.

October 21, 1909.

The Commission met at its offices in the Capitol at 9 o'clock a.m. All members present.

The minutes of the previous meeting were read and approved. A communication was received from the state oil inspector, Edward L. Tracy, relative to the complaint that information concerning the nature of examination questions prepared by the Civil Service Commission has reached candidates in advance of the examination for which such questions had been prepared. Mr. Tracy stated as follows:

"I was told by a party from up state that a friend of his who had participated in an examination had told him some time ago that the successful candidate in this examination claimed to have received the questions in advance from the local examiner. I have forgotten who told me."

The matter was dismissed.

S. P. Richtman and Gus Kolb, represented by Attorney R. M. Bashford, appeared before the Commission for a rehearing in reference to their eligibility for reinstatement to the position of game warden. Final action in reference to their appeal was postponed to Friday, October 29th.

A request was received from Hon. George H. D. Johnson, representing the Capitol commission, bearing date October 12th, for authority to appoint Mr. John C. White to the position of chief engineer for the capitol heat, light, and power plant. It having been shown that Mr. White possesses exceptional and peculiar qualifications for this work, the request was granted and authority was given to make such appointment under the provisions of section 17, paragraph 2, of the Civil Service law.

A request was received from the board of regents of the University of Wisconsin for authority to appoint Miss Marjorie Schell as stenographer. The request was denied on the ground that while there is at present a suitable eligible list for the position of stenographer, Miss Schell has not obtained a position on such eligible list and is not therefore entitled to certification for such position.

The Commission adjourned to meet Friday, October 29, 1909.

Oct. 30, 1909.

The Commission met at its offices in the Capitol at 9 o'clock a. m. All members present.

The minutes of the previous meeting were read and approved. Nels Johnson, having asked and been granted a re-hearing relative to the action of the Commission in refusing to continue him longer upon the eligible list for game warden on account of his participation in the agreement entered into March 10th last at Game Warden Stone's house by which Mr. Johnson and other deputy game wardens were to account for certain moneys used in the primary senatorial campaign in the year 1908, but which moneys such deputy wardens never received, and upon such rehearing it appearing to the satisfaction of the commission by the sworn testimony of Mr. Johnson, the affidavits of several creditable witnesses, and the statement of the attorney general, that immediately upon Mr. Stone's testifying that he had paid Mr. Johnson this money that Mr. Johnson informed the attorney general and several other persons that he had received no money from Mr. Stone, and that unless Mr. Stone corrected the statement he, Johnson, would go upon the stand and correct the same, and that when he, Johnson, did go upon the stand he told the truth in reference to the matter; and it further appearing from the original testimony and such subsequent investigation that Mr. Johnson did not know of the purpose of such meeting at Stone's house; that he never affirmatively agreed to account for any of this money or that Stone should testify falsely in reference thereto; and it further appearing that Mr. Johnson contributed nothing to any political campaign and received no money to be used for a political purpose and that he performed no political service while a game warden; and it further appearing that Mr. Johnson has always been a most efficient and trustworthy officer, the Commission reconsidered its former action in striking Mr. Johnson from the eligible list of game wardens and replaced his name upon such list of persons eligible for rein-(Commissioner Cunningham voted "no.")

S. P. Richtman, having asked and been granted a rehearing relative to the action of the Commission in refusing to continue him longer on the eligible list for game warden on account of

his participation in the agreement entered into March 10th last at Game Warden Stone's house by which Mr. Richtman and other deputy game wardens were to account for certain moneys used in the primary senatorial campaign in the year 1908, but which moneys such deputy wardens never received, and upon such rehearing, it appearing to the satisfaction of a majority of the commissioners that Mr. Richtman did not come to Madison for the purpose of attending the meeting at the house of Mr. Stone, and that he had no clear idea of the purpose of the meeting until he went to Stone's house, and that his consent to stand for \$100 of the \$500 was reluctantly given; it furthermore appearing that he had always rendered efficient and faithful service, and it being the opinion of the commissioners that while it would have been far better for him to have shown the courage and honor to say "no" when approached on the subject, nevertheless, he was placed in a most trying position (one that was a supreme test of manhood) and should not be held too strictly accountable for the acts of his superior; his name was placed on the list of eligibles for reinstatement to the position of deputy game warden, Commissioner Buell voting "no."

In the case of the appeal of Gus Kolb of Hillsboro to have his name placed on the list of persons eligible for reinstatement, the secretary was directed to place his name on said list in the event that in the opinion of the attorney general he has not violated the provisions of section 29 of the Civil Service law.

The secretary was directed to inquire into the arrangement which the Milwaukee Normal School has with its janitors to employ and reimburse assistant janitors and laborers, and to make a report thereon at the next meeting.

The Commission adjourned to meet Saturday, November 13, 1909.

November 13, 1909.

The Commission met at its offices in the Capitol at 10 o'clock a m. All members present.

The minutes of the previous meeting were read and approved.

The secretary was instructed to refuse to certify to the name of A. W. Gratz, for services as game warden during the months

of July and August for reasons previously filed with the state game warden.

The request of Prof. F. W. Woll of the University, in charge of dairy tests, for authority to appoint persons employed by the Wisconsin State Dairymen's Association to conduct official tests of pure bred cows, to render similar occasional service to the state, was granted and the secretary was instructed to draw a rule to conform to the action of the Commission to be presented at its next meeting.

A request was received from the regents of the University that the position of University photographer be placed in the exempt class. This request was referred to the secretary for investigation with instructions to report at the next meeting of the Commission.

The secretary was authorized to cooperate with the Milwaukee Civil Service Commission with a view to erecting bulletin boards in the city of Milwaukee to be used jointly in advertising Civil Service examinations.

Commission adjourned to meet November 23, 1909.

November 23, 1909.

The Commission met at its offices in the Capitol. All members present.

Complaints having been made concerning the conduct of J. C. Bridge, stationed by the superintendent of public property in the offices of the Civil Service Commission, Commissioner Buell and the secretary were directed to investigate into the charges, and, if necessary, to subpoena witnesses, and to report their findings to the Commission and to the superintendent of public property.

President C. E. Buell and Secretary F. E. Doty were appointed delegates to attend a meeting of the national Civil Service reform league at New York City on December 9th and 10th.

F. W. Schell a former attendant in the hospital for the insane at Mendota, having made written complaint concerning the administration of the Civil Service law, the secretary was directed to invite him to appear before the Commission at its meeting on

December 3rd and to lay before it any facts in his possession relative to irregularities coming within its jurisdiction.

A letter having been received from Hon. J. A. McConnell of La Crosse relative to the case of George Kingslev, a former game warden, the secretary was instructed to advise Mr. McConnell that Mr. Richtman asked for and obtained a re-hearing in reference to the action of the Commission in refusing to continue his name on the eligible list; that upon such re-hearing, for reasons satisfactory to a majority of the Commission, Mr. Richtman's name was replaced upon the eligible list, and that the same procedure must apply in the case of Mr. Kingsley, viz., his name could not be replaced upon such list without a re-hearing and finding by the Commission that its former action should be revoked.

December 3, 1909.

The Commission met at its offices in the Capitol at 9 o'clock a.m. All members present.

The president and secretary made a report to the Commission of an investigation made into the conduct of J. C. Bridge, a janitor employed in the Capitol, and of their action in reporting their findings to the superintendent of public property.

A letter was received from F. W. Schell to the effect that it was not his wish to appear before the Commission to give testimony as requested. The matter was therefore dismissed.

A letter having been received from C. S. Little, a former deputy game warden, in which he expressed the wish to appear before the Commission to be heard relative to his separation from the service. Commissioner Buell was authorized to ascertain the present status of C. S. Little, and also to ascertain the jurisdiction of the Commission in the matter of his appeal, and to report his findings to the Commission at its next meeting.

A request having been received from the University that the position of University photographer be placed in the exempt class, and a communication in connection with this request having been received from Secretary M. E. McCaffrey of the Board of Regents of the University to the effect that the duties of the University photographer are of a scientific and instructional

character, the request was dismissed on the ground that the Commission finds that the position is classified under the provisions of section 8 of the Civil Service law as of the unclassified service.

The request of Hon. Frank L. Gilbert, attorney general, for authority to transfer Miss Evelyn Schuckhardt, a stenographer in the employ of the railroad commission at a salary of fifty dollars a month, to the position of clerk and stenographer in the office of the attorney general at a salary of one hundred dollars per month, was denied on the ground that it is not the policy of the Commission to authorize any transfer involving a promotion of any person who has received an appointment from an eligible list still in force where three or more persons standing higher on the same list have not previously received an appointment.

The salary of Henry S. Knight, assistant examiner in the office of the Civil Service Commission, was placed at eighteen hundred dollars (\$1,800) per annum, to take effect January 1, 1910.

The secretary was instructed to notify President Cotton of the La Crosse Normal school and President Keith of the Oshkosh Normal school that the Commission finds that the present eligible list for stenographers is not a suitable list from which to make a certification for the position of stenographer for the normal school, and that the presidents of these schools may make appointments to such positions under the provision of section 17, paragraph 1, until a suitable eligible list can be prepared.

Commission adjourned to meet December 21, 1909.

December 21, 1909.

The Commission met at its offices in the Capitol. Commissioner Gaffron absent.

The minutes of the previous meeting were read and approved. An oral request was received from the attorney general for authority to transfer William F. Bart from a position as clerk in the office of the state board of control at a salary of \$75 per month, to a position in the office of the attorney general at a salary of \$100 per month. The request was denied on the ground that it is not the policy of the Commission to authorize a

transfer involving a promotion when the Commission has an eligible list for the position.

President Buell was authorized to investigate and report concerning the classification by law of the position of revisor of the statutes, and all subordinate positions in the department of the revisor of the statutes as provided for in chapter 549 of the laws of 1909.

Commission adjourned to meet Wednesday, December 29th.

December 29, 1909,

The Commission met at its offices in the Capitol at 9 o'clock a.m. All members present.

The minutes of the previous meeting were read and approved. President Buell made report to the effect that the position of revisor of the statutes, and all subordinate positions in the department of the revisor of statutes, as provided for in chapter 547 of the laws of 1909, are placed by law in the exempt class. The report was adopted.

A request was received from Secretary Thwaites of the Wisconsin history commission, acting under the provisions of chapter 45, laws of 1909, for authority to appoint three senior students in the university, selected because of special aptitude in western history, to prepare theses on some topic connected with civil war history, and in addition thereto, to index material bearing upon the history of the war in the archives of the state, the compensation of each to be two hundred fifty dollars (\$250) for the year. In accordance with the request of the Wisconsin history commission, a rule was adopted, subject to the approval of the governor, placing these positions in the non-competitive class until July 1, 1910, (Commissioner Cunningham voting "no.")

A communication was received from the superintendent of public property, jointly with the secretary of the Capitol commission, to the effect that persons certified from the list of eligibles for the position of laborer in the Capitol, do not possess suitable qualifications for the position of helper in the new heating plant, and making request that a special competitive examination be given for these positions. The request was denied, it

appearing from a personal conference with the chief engineer that persons now on our eligible list possess the qualifications necessary to fill the position.

A request was received from C. S. Little, a former deputy game warden at Stanley, for a hearing in reference to his separation from the service and his present status. The secretary was directed to advise Mr. Little to put his complaint in writing in a definite and specific way prior to any further action of the commission.

A communication bearing date December 24th was received from Dr. C. R. Bardeen of the University asking that authority be granted the Board of Regents to employ a designated person to act as assistant to the professor of clinical medicine and medical adviser to students, on the ground that such assistant must be competent to conduct clinical laboratory tests as well as to keep records, the salary to be not to exceed \$60 a month. The request was denied, the Commission being of the opinion that the position should be filled by competition, if possible. (Commissioner Gaffron voting "aye.")

The secretary was authorized to employ Miss Theda Carter, whose name appears third on the eligible list for the position of general clerk, at a salary of fifty dollars a month.

Attorney Emerson Ela, representing Robert Kerr, R. J. Neekerman, Clayton Haswell, and several other Wisconsin merchants, appeared before the Commission to file charges against Miss E. Fewson, purchasing agent for the University, and to request an investigation into her conduct of the office of the purchasing department. Under authority of section 7, paragraph 3 of the Civil Service law, the Commission ordered that a copy of the complaint be served upon Miss Fewson on or before December 31, 1909; that she be given until January 10, 1910, to file her answer thereto, and that Wednesday, January 26th be fixed as the day for such hearing.

Commissioner Buell was authorized to make an investigation into the complaint made by Tony Mauer of Milwaukee, relative to the employment and conduct of certain deputy game wardens in Milwaukee.

Commission adjourned to meet Friday, January 14, 1910.

January 14, 1910.

The Commission met at its offices in the Capitol at 9 o'clock a.m. Commissioner Gaffron absent.

The minutes of the previous meeting were read and approved. President Buell reported to the Commission that a preliminary investigation had been made into the complaint made by Tony Mauer of Milwaukee relative to the employment and conduct of certain deputy game wardens of Milwaukee county, and the secretary was instructed to refer the evidence taken in the case to the state game warden.

Upon request of Emerson Ela, representing certain Wisconsin merchants who have asked for an investigation into the employment and conduct of Miss E. Fewson, purchasing agent for the University, the time set for such investigation was postponed from January 26th to February 2nd.

A petition having been received from Mr. C. S. Little of Stanley, a former deputy game warden, in which it is alleged that Mr. Little is a duly qualified game warden under the provisions of the Civil Service law; that upon the expiration of his commission on July 1, 1905, he was then given a temporary appointment for sixty days, under the provisions of section 17, paragraph 1, of the Civil Service law; that upon the expiration of the said sixty days he was again appointed for sixty days, under the provisions of said section 17, paragraph 1, of the Civil Service law; and in which it is further alleged that the petitioner has been unlawfully removed; the secretary was instructed to procure from the attorney general his opinion as to the legality and effect of the second temporary appointment of C. S. Little.

The Capitol commission again made request that a special examination be held for the position of helper at the heating plant of the Capitol, the salary being \$60 per month. The request was again denied, the present eligible list for the position of laborer at the capitol being deemed a suitable eligible list for the position of helper at the heating plant.

The state treasurer, Hon. A. H. Dahl, appeared before the Commission to request a hearing to consider his request that the position of night watch in the office of the state treasurer be

classified as exempt. The secretary was directed to advertise a hearing to be given at the Capitol on the 26th of January.

The chief clerk was directed to take the necessary steps to procure authority to act as notary public, it being understood that all service rendered by him to the public as notary public shall be gratis, and that the expense shall be borne by the commission.

The period of eligibility of all persons on legislative lists was extended six months.

The period of eligibility for the position of bookkeeper was extended six months.

The Commission adjourned to meet on January 26, 1910.

January 26, 1910.

The Commission met at its offices in the Capitol at 2 o'clock p. m. All members present.

The minutes of the previous meeting were read and approved. The state treasurer, Hon. A. H. Dahl, appeared before the Commission to make request that the position of night watchman in the office of the state treasurer be placed in the exempt class. Arguments were presented by Mr. Dahl in person in favor of such action. Letters were read from the secretary of the Wisconsin Civil Service League and from Glenway Maxon, a member of the Wisconsin Civil Service League, protesting against placing the position in the exempt class. At the conclusion of the hearing action was deferred.

Upon request of the resident regent, C. H. Crownhart of Superior, the transfer of Miss Helen Hill from a position as clerk and stenographer at the La Crosse Normal School, to a position as clerk and stenographer at the Superior Normal School was approved.

The Commission adjourned to meet Wednesday, February 2nd.

February 9, 1910.

The State Civil Service Commission met at its offices in the capitol on Wednesday, February 9th, at 9 o'clock A. M. Commissioners Buell, Gaffron and Cunningham present.

A request was received from Hon. J. D. Beck, commissioner of labor and industrial statistics, for authority to transfer G. W. Blanchard, a statistical clerk employed in the department of the State Railroad Commission at a salary of \$55 per month for half time, to a similar position in the office of the bureau of labor and industrial statistics. The request was granted, it being understood that the transfer is for temporary service, and that the compensation shall not exceed that paid by the Railroad Commission.

C. S. Little, a former deputy game warden at Stanley, having made petition for a hearing relative to the causes for his separation from the service of his present status, and he having been directed to appear before the Commission to testify in relation to the matter, he was examined under oath and a transcript of the testimony taken was ordered made. The president and secretary of the Commission were authorized to go to Stanley to take testimony of persons named by Mr. Little in his complaint against the state game warden and to make report of their findings to the Commission at its next meeting.

By a unanimous vote, the request of Hon. A. H. Dahl that the position of night watch in the office of the state treasurer be placed in the exempt class, was denied.

Evidence having been placed in the hands of the Commission to the effect that a deputy game warden in Milwaukee county procured his original appointment under the provisions of the civil service law and of the fish and game laws by representing that he was at the time of his appointment a resident of the senatorial district from which he was appointed, and to the effect that shortly prior to his appointment he had been a resident of another senatorial district, and that within three weeks after his appointment he again took up his former residence, the secretary was directed to procure an opinion from the attorney general relative to the legality of his appointment and present tenure.

At the request of the attorneys for Miss Edna Fewson, consideration of the complaint of certain Madison merchants relative to the conduct and efficiency of Miss Fewson was postponed.

The Commission adjourned to meet subject to the eall of the president and secretary.

March 15, 1910

The Commission met at its offices in the capitol at 2 o'clock M. Commissioners Gaffron and Cunningham present.

The minutes of the previous meeting were read and approIn the case of Conard F. Asmuth, certified by the state governed as the eighth senatorial district appointee, the secret
placed before the Commission testimony given under oath by
Asmuth relative to his place of residence and reported that the
being some doubt as to the legality of his appointment as
eighth senatorial district appointee, the claims of Conrad
Asmuth for services have not been certified. Affidavits related his legal residence were filed with the Commission by Con
F. Asmuth in person. The Commission authorized the secret
to certify to the claims of Conrad F. Asmuth pending the pre
ration of a suitable eligible list for the eighth senatorial dist
and postponed further consideration of the question of reside

Some question having been raised as to his place of reside in the case of Val Raeth, certified by the state game warder the seventh senatorial district deputy warden, the secretary ported that certification of his claim for services has been refu pending a determination of the legality of his appointment. secretary was authorized to certify to the claim of Val Ra there being no conclusive evidence that he is not a legal resic of the seventh senatorial district.

The period of eligibility of persons eligible for the position janitor and creamery inspector was extended six months.

A complaint was received from Charles N. Dunham, who appointed chief deputy oil inspector and who was separation the service at the conclusion of a probationary period three months, to the effect that on November 23, 1909, he shown into the private office of the state oil inspector and du the conversation that ensued the state oil inspector asked Dunham, "What are your polities?" The affiant expressed prise at that having any bearing on the case and the state oil spector replied, "Politics count in this job." In the absence any supporting evidence to warrant further investigation, complaint was dismissed.

The salary of Frank L. Fawcett, chief clerk in the office of

Civil Service Commission, was increased to \$1,900 per annum, to take effect on the first of April 1910, it being understood that Mr. Fawcett is to devote his entire time to the work of the office.

A request was received from Secretary True, of the state board of agriculture, for authority to transfer Miss Theda Carter, now employed as clerk in the office of the Civil Service Commission at a salary of \$50 a month, to a similar clerical position in the office of the state board of agriculture at a salary of \$60 a month. The request was denied.

The salary of Miss Theda Carter, clerk in the office of the Civil Service Commission was increased from \$50 to \$60 per month, to take effect May 1, 1910.

The secretary was authorized to arrange with Mr. Henry Schrieber, in charge of the state labor bureau at Oshkosh, to act as local registration officer for the Commission for state institutions in Winnebago county.

A hearing of the Fewson case was ordered to be given on March 22nd at 9 o'clock A. M.

The Commission adjourned to meet Thursday, March 22nd.

March 22nd, 1910.

The Commission met at its offices in the capitol. Commissioners Gaffron and Cunningham present.

The minutes of the previous meeting were read and approved. Arguments were presented by Mr. Emerson Ela, in behalf of certain Madison merchants, and by Mr. H. L. Butler, in behalf of Miss E. Fewson, relative to the jurisdiction of the Civil Service Commission to investigate into her conduct and efficiency as purchasing agent at the university. At the conclusion of the hearing the secretary was instructed to procure from the attorney general an opinion upon the following questions:

1. Authority having been given by the Civil Service Commission to the board of regents to make an appointment, under Section 17. paragraph 2, of the Civil Service law, of a designated person of high and recognized attainments, to the position of purchasing agent in the university, may the Commission now require the board of regents to appoint a purchasing agent from

an eligible list procured by a competitive examination, at thereby terminate the employment of the present incumbent?

2. In the event that the Commission finds that the person a pointed under the provision of section 17, paragraph 2, did a possess the high and recognized attainments of a professional a scientific nature, as provided for in the above named section, it now within the jurisdiction of the Civil Service Commiss: to rescind its previous order authorizing such appointment?

Further consideration of the matter was postponed.

The Commission amended Rule II, Section 3, paragraph of civil service rules so as to read:

"Bona fide students employed in the University for a temporary, occasional or intermittent service at a compensation of n to exceed \$25.00 during any month while the University is session or of \$50.00 a month during vacation time."

To be forwarded to the governor for his approval.

The Commission adjourned to meet Thursday, March 31st.

April 7, 1910.

The commission met at its offices in the capitol. Commisioners Gaffron and Cunningham present.

The minutes of the previous meeting were read and approve A request was received from the state forester for authori to appoint two federal employes for a period not to exceed thr months, under an agreement entered into with the federal government by which the federal government bears one-half of t expense of an investigation to be made into the present syste of taxing timber lands in Wisconsin. The request was denie Commissioner Gaffron voting "aye."

The secretary was instructed to visit the offices of the Illin-Civil Service Commission at Springfield and make an investigation into the methods employed by such Commission to examine and procure satisfactory candidates for employment in penal a charitable institutions, and to make report of his findings for 1 benefit of the Wisconsin Commission.

Consideration of all other matters pending before the Commision was deferred.

The Commission adjourned to meet Thursday, April 14th.

April 14, 1910

The Commission met at its office in the capitol. Commissioners Gaffron and Cunningham present.

The minutes of the previous meeting were read and approved. It having become evident that the commission is not likely to receive a sufficient number of applicants for May examination, the secretary was instructed to advertise in a few of the daily papers in the large cities.

Subject to the approval of the governor, Commissioner Cunningham was appointed a delegate to the meeting of the National Assembly of Civil Service Commissioners, to be held at Albany, N.Y. June 2nd.

A request was received from the capitol commission for authority to assign Arthur N. Glidden and Herbert R. Dorman, engineers at the capitol at a salary of \$1,000, to positions as engineers at the capitol heating plant at a salary each of \$1,200 per annum. The request was approved, subject to the promotion rules. The secretary was instructed to take steps to carry out the provisions of the promotion rule in this instance.

The secretary was instructed to visit the home for the feeble minded at Chippewa Falls, to meet all employes in that institution and ascertain their status, to check their names with the roster and to ascertain the character of their duties.

Hon. George H. D. Johnson, of the capitol commission, together with the superintendent of public property, Mr. C. C. Bennett, and the secretary of the capitol commission, Mr. Lew F. Porter, appeared before the Commission to ask for authority to continue to employ Newton A. Bennett as a helper at the heating plant, the salary being \$60 a month. Mr. Newton Bennett having been temporarily employed for two months under the provisions of Section 17, and having later been continued in the service for two months, the secretary having refused to certify his name to the secretary of state as entitled to compensation, names of persons competent to perform the duties of helper at the heating plant having been duly certified to the Capitol commission, the request was denied.

The Commission adjourned to meet Thursday, April 28th.

April 29, 1910.

The Commission met at its offices. Commissioner Buell absent. The request of the state game warden that the secretary be authorized by the Commission to certify to the name of Edward Fess as entitled to compensation as a deputy game warden for the month of November, 1909, was denied on the ground that Edward Fess was appointed under the provisions of section 17_paragraph 1, in the absence of an eligible list, on August 28, 1909; that on October 20th an eligible list was prepared and certification duly made to the state game warden; that the continuance of Mr. Fess for the third month was not in accordance with the provision of the Civil Service Law.

The secretary presented the request of Mr. C. C. Bennett, the superintendent of public property, that the secretary be authorized to certify to the name of Newton Bennett as entitled to compensation for the month of March. Action on the request was postponed.

The names of William and Charles Burgess were dropped from the eligible list under the provisions of section 11, paragraph 5, of the Civil Service law, which reads, "The Commission may refuse . . . to certify an eligible who . . . has been dismissed from the public service for deliquency or misconduct."

The period of eligibility of persons eligible for the position of fire warden was extended pending the preparation of an eligible list, but for a period not in any event to exceed six months.

The Commission adjourned to meet May 5th, 1910.

May 5, 1910.

The Commission met at its offices in the Capitol. Commissioner Buell absent.

The minutes of the previous meeting were read and approved. Commissioner Gaffron was authorized to attend the examination to be held at Milwaukee on May 7th, to assist in conducting the oral examination.

On representation of the superintendent of the University heating plant, Mr. J. P. Smith, the secretary was instructed to

withdraw certification of names of firemen on the eligible list for the position of fireman, and to prepare a separate eligible list for this position, on the ground that the duties and responsibilities of the position of fireman in the University heating plant are not adequately met by the previous examination requirements for the position of fireman.

The Commission adjourned to meet at Chippewa Falls on Thursday, May 12th.

May 12, 1910.

The Commission met at the Athearn Hotel. Commissioners Gaffron and Cunningham present.

The minutes of the previous meeting were read and approved. The secretary was instructed to ascertain whether the position of assistant photographer at the University is classified by law as of the unclassified service. And in the event that it is in the classified service, to hold a competitive examination to fill the position of assistant photographer at a salary of \$60 per menth.

A request having been received from the industrial school for girls in Milwaukee for certification of names from which to select a sewing teacher at a salary of \$40 per month, the secretary was instructed to advise the superintendent of the school that the Commission has no eligible list and that it is deemed inexpedient at this time to hold a competitive examination and that the superintendent may nominate someone to the Commission, under the provisions of section 13 of the Civil Service law, for non-competitive examination.

The Commission adjourned to meet at Madison on Thursday, May 19th.



PART III.

Statistics of Examinations.

Appointments, Removals, Reinstatements and Promotions.

STATISTICS OF EXAMINATIONS.

LIST OF OPEN COMPETITIVE EXAMINATIONS, JULY, 1908—JULY, 1910.

Date exam tio	ina-	Kind of examination.	Number applied.	Number examined.	Number passed.	Number failed.	Number rejected.	Number appointed
190	6.					,		
July	14	Messenger, railroad commission	17	13	11	2	0	3
July	14	Matron, Mendota	33	33	10	23	0.	1
July	29	Messenger, local	4	4	4		0	2
Aug.	1	Head engineer	80	25	8	17	0	3
Aug.	1	Mechanician	11	.0	4	5	0	0
Aug.	1	Teacher—guard	16	15	6	9	0	3
Aug.	1	Fire warden	55	47	10	87	0	1
Aug.	1	Head electrician	19	17	7	10	0	2
Aug.	10	Kindergarten teacher	6	6	2	4	0	2
Aug. Aug.	10 15	Primary teacher	7	7	4	. 2	0	1
Aug.	24	Stenographer	101	84	33	51	0	1 22
Sept.	12	Messenger, local	19	18	14	4	0	22 4
Sept.	19	Superintendent concrete construction	13	12	9	3	0	ā
Sept.	23	Game warden, Ashland county	5	5	2	. 3	ŏ	ì
Sept.		Fire marshal	46	41	13	28	ŏ	i
Sept.		Fire marshal, with detective ability	45	41	5	36	ő	i
Sept.		General clerk	220	220	71	149	i õ	16
Sept.	26	Clerk, statistical	22	22	8	14	ő	3
Sept.	26	Clerk, copying	220	220	58	162	0	7
Sept.		Clerk, apprentice	220	220	25	105	0	11
Sept.		Supervisor of dairy tests	- 8	8	7	, 1	<u> </u>	5
Sept.	26	Assistant physician	2	2	2	' 0	0	0
Oct.	10	Attendant	18	18	16		2	10
Oct.	14	Manual training teacher	. 1	1		0	0	1
Dec.	5	Stenographer	140	124	68	58	, 0	32
Dec.	5	Legislative night-watch—police	107	106	33	71	2	7
Dec.	5 5	Legislative postoffice messenger	157	147	17	94	36	2
Dec.	5	Legislative proofreaderLegislative postmaster	39	39	22	17		7
Dec. Dec.	5	Legislative assistant sergeant-at-arms	51. 67	51 63	7 23	44 39	0	2
Dec.	5	Legislative bookkeeper and journal clerk	62	58	16	42	. 0	2
Dec.	5	Family officer and matron	8	8	10	6	1	12
Dec.	5	Custodian		32	16	15	1	1
Dec.	5	Legislative night laborer	28	26	13		1	4
Dec.	5	Legislative index clerk	25	23	6	17		3
Dec.	5	Attendant	30	30	27	ō	3	18
Dec.	5	Messenger, legislative	157	147	52	94	1	30
Dec.	5	Attendant	9	9	6	Ō	3	4
Dec.	19	Assistant physician	6	4	2	2	1 0	ò
Dec.	19	Rural school inspector	38	36	25	11	0	ĩ
Dec.	23	Messenger, local	9	9	5	4	0	2
190							į	
Jan.		Game warden	11	10	3	7	0	1
Feb.	27	Assistant engineer	66	60	. 20	39	1	9
Feb.	27	Guard •	103	82	32	34	16	14

LIST OF OPEN COMPETITIVE EXAMINATIONS, JULY, 1908-JULY, 1910—Continued.

Date exam	ina-	Kind of examination.	Number applied.	Number examined.	Number passed.	Number falled.	Number rejected.	Number appointed.
190								_
Peb. Peb.	27 27	Cheese Factory Inspector	37 78	33 78	. 6 31	26 47	1 0	1 9
Yeb.	27	Laborer, capitol	48	48	29	19	iŏ	6
Peb.	27	Architectural draughtsman	14	13	. 3		ŏ	2
Peb.	27	Farm superintendent	28	28	10	18	0	2
Feb. Feb.	27 27	Painter	13	12	5	.8	. 0	1
May.	2/ 8	Elevatorman	29	23 4	4	18 0	1 0	1
May	8	Attendant .	8	8	6	. ö	2	2
July	7	Principal Industrial school	19	17	8	9	ő	ī
July	17	Manual training teacher	1	1	1	. 0	0	1
July	17 17	Teacher primary	12	10	. 2	8	. 0	1
July	17	Grade teacher	15 7	15 7	8 3	4	0	0
July	17	Fireman	18	13	9	1	. 0	2
July	17	Stenographer	74	67	35	31	i	19
July	17	Teacher, weaving	1	1	1	0	0	0
July July	17 17	Teacher, vocal music	1	1	1	. 0	0	0
July	17	Assistant veterinarian		8	. 6	2	Ö	3
July	17	Teacher, piano	3	3	' ž	ĩ	ŏ	ŏ
July	19	Chief engineer	11	11	3	8	0	2
July July	19	Assistant engineer	28	24	13	11	0	1
Aug.	21 24	Janitor, Whitewater normal	10	10 6	8 5	0	. 0	1
Aug.	21	Attendant	13	13	9	1	4	4
Sept.		Messenger, local	10	10	8	2	ō	5
Sept.		Attendant	4	_4	3	0	1	2
Oet. Oet.	2 2	Pactory inspector	93	81	22	59 5	0	0 3
Oet.	2	Assistant carpenter	17 12	14 12	9 5	7	. 0	1
Oet.	2	Attendants	. 14	14	13	i	ŏ	4
Oet.	2	Head nurse	4	4	2	2	0	0
Oet.	2	Statistical clerk	32	27	. 8	15	0	5
Oet.	2	Game wardens, state at large	34 263	26 229	16 102	10 124	0 3	6 20
Oct.	2	Primary Teacher	203	8	4	2	2	20
Oct.	2	Architectural draughtsman	3	2		ő	õ	2
Oet.	2	Pamily officer and matron	14	10		6	2	4
9et. 9et.	2	Chief deputy oil inspector	49	42	14	28	0	2
Oet.	2	Expert electrician, fire marshal	19	17 4	3 9	14	0	0
Ort.	á	Officer and teacher	5	3	3	0	ő	9
Oet.	2	Chemist	3	2	2	ő	ö	1
flet.	10	Game warden, Dist. No. 1		2	_		0	. 1
Urt	10	Game warden, Dist. No. 2		4	8	2.	0	3
Opt.	10	Game warden, Dist. No. 3	3 9	3	1	2 5	0	0
(let.	10	Game warden, Dist. No. 4	5	5	. 3	2	ö	ï
flet	10	Game warden, Dist. No. 6	3	3	2	1	0	. 1
fact.	10	Game warden, Dist. No. 7		-	4	1	0	1
Cirt. Oct	10	Game warden, Dist. No. 8		20	1 3	1 6	0	1 2 2
Ort.	10	Game warden, Dist. No. 9		19	3	4	ő	1 5
f ter	10	Game warden, Dist. No. 11	11	10	R	4	0	2
(100	11	Game warden, Dist. No. 12	11	10	8	2	0	3
PH.	10	Game warden, Dist. No. 13	6	5 5	2	3 5	0	. 0
fiet.	10 10	Game warden, Dist. No. 14	' '' I	1	1 1	0	. 0	' 0
141.	10	TRADE WARREN, DIRL. NO. 19	1		. 1	v	V	U

LIST OF OPEN COMPETITIVE EXAMINATIONS, JULY, 1908-JULY, 1910-Continu

Date o examin tion.		Number applied.	Number examined.	Number passed.	Number failed.	Number refected.	Number
Oct. 1 Oct. 1 Oct. 1 Oct. 1 Oct. 1 Oct. 1 Oct. 1 Oct. 1 Oct. 1 Oct. 1 Oct. 1 Nov. 1	of Game warden, Dist. No. 17. Game warden, Dist. No. 18. Game warden, Dist. No. 19. Game warden, Dist. No. 20. Game warden, Dist. No. 21. Game warden, Dist. No. 21. Game warden, Dist. No. 22. Game warden, Dist. No. 23. Game warden, Dist. No. 24. Game warden, Dist. No. 24. Game warden, Dist. No. 25. Game warden, Dist. No. 26. Game warden, Dist. No. 27. Game warden, Dist. No. 28. Game warden, Dist. No. 29. Game warden, Dist. No. 29. Game warden, Dist. No. 29. Game warden, Dist. No. 30. Game warden, Dist. No. 30. Game warden, Dist. No. 31. Game warden, Dist. No. 31. Game warden, Dist. No. 33. Messenger, local Ol Inspector, Dist. No. 10. Messenger Aftendant Ol Inspector, Dist. No. 10. Attendant	10 5 4 9 3 10 14 6 7 14 7 17 8 8 5 6	73 9 12 4 8 4 4 2 2 8 1 1 8 8 6 6 6 8 6 6 1 4 8 8 4 6 6 6 6 7 7 7	25 1 2 6 4 2 5 3 7 4 6 1 5	58583610306722433742310800		****
1910. Jan. 1	Tailor	34 18 9 2 4 1 5 4 4 1 1 1 1 2 2 1 3 3 5 6	21 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	15 3 3 1 1 1 1 4 5 5 20 19 9 166 8 8 2 2 2 3 3 11 4 4 6 6 1 1 8 8 3 3 6 6	0 0 4 8 6 0 13 8 7 0 0 1 1 0 0 0 1 1 1 2 0 0 1 1 1 3 3 2 0 2	600000000000000000000000000000000000000	

OPEN COMPETITIVE EXAMINATIONS, JULY, 1908-JULY, 1910-Continued.

Kind of examination.	Number applied.	Number examined.	Number passed.	Number falled.	Number rejected.	Number appointed.
Fireman - Pypewriter clerk	23 52 189	23 41 177	12 27 72	10 14 104	1 0 1	4 1 16
Stenographer—clerk (same as steno.). Messenger Attendant Housekeeper and janitor Attendant Messenger Store room assistant. Head cook Attendant Attendant Family officer and matron Darpenter Failor Attendant Jame warden (special), Dist. No. 14 Jame warden (special), Dist. No. 14 Jame warden (special), Dist. No. 53 Attendant Messenger Messenger Messenger Messenger Messenger Attendant Messenger Attendant Messenger Attendant Messenger Attendant Messenger Attendant Messenger Attendant Messenger Attendant Messenger Attendant Messenger Attendant Messenger Attendant Messenger Attendant Messenger Attendant Attendant Attendant Attendant Attendant Head cook Janitor Elevatorman Expert, economics Guard Parm foreman Head baker Nurse Pamily officer and matron Teacher—guard Plumber Pirman Head mgson Steam engineer Shoemaker Mechanician Laborer Tailor Manual training teacher Primary teacher Primary teacher Architectural draughtsman Store room assistant Messenger, local Jarpenter Attendant Messenger, local	18 60 9 10 11 4 5 5 7 7 23 3 6 5 5 11 12 8 10 5 5 6 2 2 4 1 1 9 9 3 8 8 3 6 6 5 5 9 6 8 6 11 13 8 9 21 4 3 3 6 6 6 6 5 7	18 00 9 10 11 1 5 5 20 5 6 5 5 5 5 5 5 5 5 5 6 6 7 18 8 8 19 9 1 3 8 8 4 5 16 5 7	34 30 7 7 6 5 1 3 3 1 4 1 1 1 2 2 6 4 4 3 3 3 6 3 3 4 2 2 1 1 5 5 5 2 6 6 3 3 2 2 2 7 7 6 4 4 2 6 6 6 4 3 1 2 2 7 7 1 3 2 2 6 6 6 4 3 1 2 2 7 7 1 3 2 2 6 6 6 6 6 7 7 1 3 2 2 6 6 6 6 7 7 1 3 2 2 6 6 6 6 7 7 1 3 2 2 6 6 6 6 7 7 1 3 2 2 6 6 6 6 7 7 1 3 2 2 6 6 6 6 7 7 1 3 2 2 6 6 6 6 7 7 1 3 2 2 6 6 6 6 7 7 1 3 2 2 6 6 6 6 7 7 1 3 2 2 6 6 6 6 7 7 1 3 2 2 6 6 6 6 7 7 1 3 2 2 6 6 6 7 7 1 3 2 2 6 6 6 7 7 1 3 2 2 6 6 6 7 7 1 3 2 2 6 6 6 7 7 1 3 2 2 6 6 7 7 1 3 2 2 6 6 7 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	30 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	39 8 8 1 1 3 3 2 2 0 0 1 1 5 0 0 5 5 1 1 7 7 1 1 0 0 0 1 1 2 2 2 4 2 2 6 3 3 3 2 2 5 0 0 7 7 4 4 1 1 0 0 0 0 1 1 4 0 0 0 0 5 2 2 4 2 1 0 0 0 0 5 2 2 4 2 1 0 0 0 0 5 2 2 4 2 1 0 0 0 0 5 2 2 4 2 1 0 0 0 0 5 2 2 4 2 1 0 0 0 0 5 2 2 4 2 1 0 0 0 0 5 2 2 4 2 1 0 0 0 0 5 2 2 4 2 1 0 0 0 0 5 2 2 4 2 1 0 0 0 0 5 2 2 4 2 1 0 0 0 0 5 2 2 4 2 1 0 0 0 0 5 2 2 4 2 1 0 0 0 0 5 2 2 4 2 1 0 0 0 0 5 2 2 4 2 1 0 0 0 0 5 2 2 4 2 1 0 0 0 0 5 2 2 4 2 1 0 0 0 0 5 2 2 4 2 1 0 0 0 0 0 5 2 2 4 2 1 0 0 0 0 0 5 2 2 4 2 1 0 0 0 0 0 5 2 2 4 2 1 0 0 0 0 0 5 2 2 4 2 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0

LIST OF OPEN COMPETITIVE EXAMINATIONS, JULY, 1908-JULY, 1910-Continued.

Date of examination.	Kind of examination.	Number applied.	Number examined.	Number passed.	Number falled.	Number rejected.	Number appointed.
1910. May 14 May 19 May 24 May 26 May 26 May 26 May 26 June 4 June 13 June 22 June 24 June 24 June 9 July 9 July 9 July 9	Messenger Attendant Attendant Clerk (promotional), tax commission. Clerk (promotional), university. Painter Oll inspector (special), Dist. No. 28. Oll inspector (special), Dist. No. 13. Attendant Engineer (promotional), university. Attendant Attendant Oll inspector (special), Dist. No. 52. Oll inspector (special), Dist. No. 64. Total	3 3 6 1 2 6 3 7 9 1 8 10 4 7	8 3 6 1 2 6 3 5 5 9 1 8 10 4 7 7	2 3 4 1 2 5 1 3 6 8 3 5 7	1 0 0 0 0 0 1 2 2 0 0 0 0 1 2 2 2 0 0 0 0	0 0 2 0 0 0 0 0 3 0 2 2 2 0	1 1 8 1 2 0 0 0 4 1 3 7 0

³⁹ per cent of applicants passed; 61 per cent of applicants failed; 32.81 per cent on applicants were appointed.

NUMBER OF PERSONS IN THE STATE SERVICE, CLASSIFIED AND UNCLASSIFIED.

Department.		Class	sified.		Unclassi fled.
200111110111	Exempt.	Competi- tive.	Non-com- petitive.	Labor.	incu.
Attorney General Banking Executive	,	5			1 8
Doard of Control Dairy & Food Civil Service Patheries	2 2	11 20 4 9		10	
Pres Library Commission	21	11 11 50		10	5 21 1
Buran of Labor and Statistics	2 2 2	16 8 22 3		1 12	7 1 5 25
Public Lands Normal Regents Normal Schools	. 2	2 27		17	3 9 218

NUMBER OF PERSONS IN THE STATE SERVICE, CLASSIFIED AND UNCLASSIFIED—Continued.

Department.		Class	sified.		Unclass fied.
;	Exempt.	Competi- tive.	Non-com- petitive.	Labor.	
il Inspection	. 1	56	i		. 1
Public Property	2	51	,	21	· i
ailroad Commission	2	17	,		é
			•••••		1
tate Superintendent of Schools	2	10	,		;
ecretary of State	2	21	·	· · · · · · · · · · · · · · · · · · ·	
tate_Treasurer	2	6			1
Tax Commission	2	29		`	3
Cax Com. and Railroad Com		6	30		
ire Marshal	2	6			1
eological & Natural History Survey	21	2			5
loard of Immigration	2	l			3
ive Stock & Sanitary Board					
tate Veterinarian	ī	17			1
chool of Mines	1	i	,		6
Board of Agriculture	2	i			15
		229		169	447
Iniversity	1 5		23		
Northern Hospital		28	96	' 38	1
tate Hospital (Mendota)		29	78	31	1
tate Prison		60	, 1		1
Iome for Feeble Minded		44	106	31	1
ndustrial School, Boys		41	' 3	11	1
school for the Blind		. 6	20	20	1
chool for the Deaf	. 1	11	33	· 11	1
tate Public School	. 1	33	8	28	ī
reen Bay Reformatory		82	Ā	ī	ī
uberculosis Sanatarium	1	15	7	28	î
Vorkshop for the Blind		4	•		î.
ndustrial School, Girls		1 7	•••••		•
upreme Court			1	-	
tate Library	. 29	1		•••••	7
			· · · · · · · · · · · · · · · · · · ·		7
Capitol Commission	i	50	. (I	•••••	5
egislature, Assembly		56	· · · · · · · · · · · · · · · · · · ·	• • • • • • • • • •	• • • • • • • • •
egislature, Senate	. 2	8 <u>4</u>	,		• • • • • • • •
		·	.'	•	
Total	. 118	1.057	884	430	848

^{*} Other employees compensated by private corporations.

TABLE SHOWING PERMANENCY OF TENURE.

	No. in	5 years	Per cent
	service.	or more.	of total
Unclassified Service— University	447 58 98 243	10 52 94	48 35.9 55.8 38.6
Tassified Service— University Libraries Capitol Penal and charitable institutions, normal schools Total	404	58	14.83
	31	6	19.35
	694	205	20.6
	839	173	20.6

The last year for which statistics were obtainable shows the per cent to be 48.

TRANSFERS AUTHORIZED BY THE STATE CIVIL SERVICE COMMISSION DURING THE BIENNIAL PERIOD.

- J. H. CURTIN, special agent tax commission, salary \$1,200, to position of statistical clerk in the bureau of labor and industrial statistics, salary \$1,100.

 IDA BESITEREUTZ, stenographer Oshkosh normal, salary \$70, to the railroad com-
- mission, salary \$60.

 BERTHA MATSON, stenographer university to the reference library. Temporary.
- EUNICE SASMAN, stenographer university, salary \$55, to the railroad commission,
- SANMAN, Stenographer universely, salary, \$55.

 C. J. HARTLEY, stenographer railroad commission, salary \$125, to the legislature, salary \$150. Temporary.

 A. W. Callow and Stenographer secretary of state, salary \$100, to the legislature, \$alary \$100.
- A. W. GALLOWAY, stenographer secretary of state, salary \$100, to the legislature, salary, \$150. Temporary.

 F. W. SPENCER, stenographer tax commission, salary, \$125, to the legislature, salary tax.
- \$150. Temporary.
- MARY HOWARD, stenographer university, salary \$50, to the state board of control, HELEN HILL, stenographer La Crosse normal, salary \$65, to Superior normal, sal-

- HELEN HILL, stenographer La Crosse normal, salary \$50, to the board of normal art \$70.

 THEDA CARTER, clerk civil service commission, salary \$50, to the board of normal regnts, salary \$60. Temporary.

 C. W. BE. janitor university, salary \$50, to assistant in the heating plant, salary \$75.

 G. W. BLANCHAED, statistical clerk railroad commission, salary \$55 per month, half time, to bureau of labor and industrial statistics, salary \$55, half time.

 E. J. KOESTER, stenographer attorney general department, salary \$100, to the tax commission, salary \$115.

OF THE STATE CIVIL SERVICE COMMISSION.

THE STATE CIVIL SERVICE CO.
OF THE STATE
otions, Transfers, Remstus
nts, Promotion
mporary trans- action by Civil action. d. Beinstated. to Transferred Service ended. Egrylce ended.
Trail
mporary to ceton by ceton by ceton by dission.
at. Temporar adiage action of the commission of
Eligible list. Temporary transfer deficients according to the Eligible list. Transfer deficients according to the Eligible list. Transferred to Eligible list. Transferred to Eligible list. Transferred to Eligible list. Transferred to Eligible list. Eligible lis
a General Services
EII EII EII EII EII EII EII EII EII EII
S S S S S S S S S S S S S S S S S S S
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
12 6 00 0 0 EX
10 10 10 10 10 10 10 10 10 10 10 10 10 1
ERAL. 19. 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1
TUBES. Date. Date. 12 1 - 10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
BOARD OF AGRICULTURE. BOARD OF AGRICULTURE. RADITY DRIE. ATTORNET GENERAL TO 12 TO 12 TO 12 TO 12 TO 12 TO 12 TO 12 TO 12
NGEST NG APPOLIS ARCHAEL NGLUDING APPOLISALS. ARCHAEL NCLUDING APPOLISALS. ARCHAEL NCLUDING AND DISCOURTED BOARD OF AGRICULTURE. Salary. Position. Position. School and general clerk. School and general clerk. ATTYORNEY GENERAL. 100 12-1-00
CHANGES IN APPOINT ARRANGING INCLUDING BUILDSHISBALIS BOARD OF ACTION BREED OF ACTION Stenographer and general clerk. Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Coastenographer Coastenograp
NGES IN THE APPOINT ARE INCLUDING MISSALS. INCLUDING MISSALS. BOARD OF BOARD OF BOARD OF BOARD OF BOARD OF BOARD OF BOARD OF STEDOGRAPHET STEDOGRAPHET. STEDOGRAPHET STEDOGRAPHET. STEDOGRAPHET STEDOGRAPHET. STEDOGRAPHET STEDOGRAPHET STEDOGRAPHET STEDOGRAPHET STEDOGRAPHET
LNGES IN THAPPOINTER INCLUDING APPOINTER INCLUDING APSALS. INCLUDING APSALS. Position. Position. Position. Position. Position. Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer
Ord
ANGES IN TAPPOINT ANCLUDING ABBALS INCLUDING ABBALS INCLUDING ABBALS BOOKTANDET Stenographer
NINO DO DO DO DO DO DO DO DO DO DO DO DO DO
GES IN THE SOLNTMENT ARRANGED TO AGRICULTURE. GULUDING APPOINTMENT ARRANGED DE SELOUDING ACTION DATE. POSITION. SALATY SAL
INO III
Sa Sa
40
HELDER ASSESSED ASSES
NAME. Seriographer and general clerk Stenographer Steno
RECORD OF ALL CHANG RECORD OF ALL CHANG INSTITUTIONS INC Steno Billington, K. Steno Fond, Lee T. Steno Fond,
RECORD OF ALL CHANGES IN THE CINTMEN'S ARE INSTITUTIONS INCLUDING APPOINT ARE INCLUDING AND DISMISSALS. AND Crocker, Blanche. Buillington, K. Stenographer and general elerk. Stenographer Stenographer Fond, Lee T. Stenographer August Au
•

Appointments, Promotions, Transfers, Reinstatements, etc.

eligible list. Emergency. eligible list. Emergency.		Eligible list. Eligible list. Increase from \$50. Eligible list. Temporary. Eligible list. Temporary. Eligible list. Eligible list. Eligible list. Eligible list.		Original appointee. Eligible list. Fromotion. Eligible list. Increase. Orig. appointee. Ly. of absence. Brinstated. Eligible list. Transferred. Eligible list. Eligible list. Original employe. Eligible list.
N. C		O		O O O O O O O O O O O O O O O O O O O
10-21-00 12-11-00 12-21-10 N	N.	2 - 24-10 10-12-08 11-10-09 1-10-09 2 - 3-09 3 - 1-09 2 - 1-09		2 - 2 - 10 2 - 2 - 10 10 - 4 - 00 10 - 10 - 10 - 10 - 10 - 10 - 10 -
13-1-06 4-21-10 10-15-09 1-20-10	MMMISSIC	1-19-10 : 5-1-10 : 5-1-10 : 5-18-10 : 5-18-10 : 6-28-00 : 11-1-08 : 11-08 : 11-0	fMISSION.	0.000 0.000
000 000 100 83% 83%	RVIOE OC	50 000 1 50 000 35 000 1 50 000 1 1 50 1 1 50 1	OOD COM	125 00 125 00 125 00 125 00 125 00 126 00 12
Thylin, G. J. Olerk Descriptions of Thyling St. J. Architect Jostad, B. M. Field officer Cowfe, Allan.	STATE CIVIL SERVICE COMMMISSION.	Olerk Olerk Stenographer Stenographer Stenographer and elerk Olerk Clerk Clerk	DAIRY AND FOOD COMMISSION	Assistant chemist Chemist Stenographer Assistant chemist Cheese factory, dairy and food inspector. Cheese factory inspector Cheese factory inspector Chemist Assistant chemist Chemist Chemist Chemist Cheese factory inspector Cheese dairy and food inspector. Cheese dairy and food inspector. Cheese, dairy and food inspector. Cheese, dairy and food inspector. Cheese, dairy and food inspector.
Tappin, G. J		Carter, Theda A. Oarter, Theda A. Oarter, Theda A. McGuan, O. Carroll, E. Kalley, Nettle, Harrison, Edna. Stephani, Florence.		Kundert, A. E. Kundert, A. E. Schlosser, O. Thornas, Ethel. Thornas, Ethel. Thromas, Ethel. Fischer, Dr. Rich. Fischer, Dr. Rich. Fischer, Dr. Rich. Downing, F. P. Southard, R. B. Oorminson, T. Voight, W. A. Gusse, P. W.

Appointments, Promotions, Transfers, Reinstatements, etc.

Class. Bemarks.	Eligible list. C. Eligible list. C. Eligible list. C. Eligible list. C. Eligible list. C. Eligible list. C. Eligible list. C. Eligible list. C. Eligible list. C. Eligible list. C. Eligible list. C. Eligible list. C. Eligible list. C. Eligible list. C. Eligible list. C. Eligible list. C. Eligible list. C. Eligible list. C. Emergency. Not to exceed 10 da.
Date, if service ended.	3-7-7-0
Date.	
Monthly Salary.	125 00 100 000 1105 00 1125 00
Position.	Attorney Attorney Deput
Маше.	Vanderboom, E. J. Floris, J. W. Summers, S. Summers, S. Summers, S. Summers, S. Summers, S. Summers, S. Summers, S. Summers, S. Summers, S. Summers, S. Sum, W. G. Counningsan, W. G. Laling, H. E. Laling, H. E. Laling, H. E. Laling, H. E. Laling, H. E. Laling, H. E. Laling, H. E. Laling, H. E. Laling, H. E. Kender, G. Kender, G. Kender, M. Kendernot, M. Kentenot, M. K

STATE FIRE MARSHALL.

Appointments, Promotions, Transfers, Reinstatements, etc.

Williamson, A. W. Arelstant Pressive, A. Assistant Georgeson, M. Assistant		7.68	<u>1</u>		0	No ellethe let	
		Fee	88	7-11-63	00	15. 17. 18. 1. 18. 1. 18. 18. 18. 18. 18. 18.	no. app. no. app. Emergency.
Chittenden, A. K Aneistant	:	Fee	[] []		0	list.	Emergency.
Irlon, H Assistant	:	Fees	5-6-10		0	llst.	Emergency.
Mauman, H. L. Stenographer Stenographer Stenographer		100 58 50 50 50 50	11 – 2 – 08		000	I mo. app. Elgible list. Elgible list. Filgible list.	
		88			E.	Eligible list. Increase.	
		S 00 Expenses	10 20 11 20 1	11-4-08	00	Eligible list. Employed by national commis-	, -sjumo
		Fees Fees	2-16-10 2-18-09 10-15-09		00	sion and co-operating with state commission. Temporary. Eligible list. Intermit. service.	with rvice. rvice.
		Fees	1 8 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	80-08-6	00		rvice.
O'Gara, R. T. ('ruiser India I ('ruiser		Fees	12 13 13 13 13 13 13 13 13 13 13 13 13 13		00	Eligible list. Intermit. 80	Bervice.
Lord, A. L. Cruiser Johnson, H. Cruiser Doritot, C. Cruiser Cruiser		Fees Fees	5-13-06 11-1-09		000	list. Intermit. list. Intermit. list. Intermit.	service. service. service.
	FREE LIBRARY COMMISSION	ARY CON	fMISSION.				1
Mayers, A. L. Chief clerk Pengilly, R. Porence Resistant Casey, Eunice Hartman, Leone Schuty, Chas Nielson, Wn. Messenger Togstad, C. Messenger O'Connell, J. Messenger Messenge		58888888888888888888888888888888888888	10-12-08 10-13-08 10-	7 - 7 - 7 - 7 - 7 - 7 - 7 - 7 - 7 - 7 -	0000000000000	Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. An eligible list. Eligible list. Eligible list. Ort eligible list.	Special.

KET'RY.

Appointments, Promotions, Transfers, Reinstatements, et

FREE LIBRARY COMMISSION-Continued.

	Remarks.	Orig. emp. Trans. from U. W. Eligible list. Temporary. Eligible list. Temporary. Eligible list. Temporary. Eligible list. Temporary. Eligible list. Temporary. Eligible list. Temporary. Eligible list. Increase from \$00. Eligible list. Salary increased \$6. Eligible list. Temporary. Eligible list. Temporary. Eligible list. Temporary. Eligible list. Temporary. Eligible list. Temporary.		Eligible list. Eligible list. Original employe. Emergency. Eligible list. Eligible list. Eligible list. Eligible list. Emergency. Emergency. Emergency. Emergency. Emergency. Emergency.
SION—Continued:	Olass.	000000 004-0		000000000000000
	Date, if service ended.	1. 16-08		8-23-09 12-17-08 9-26-08 8-23-09 11-27-09 12-11-09 4-28-00
	Date.	11. 3 - 3 - 3 - 3 - 3 - 3 - 3 - 3 - 3 - 3	N.	5-28-10 11-4-10 11-4-10 12-11-10-10 10-28-00 10-28-00 10-28-00 11-17-08 11-17-08 11-19-08-10 11-19-08-10
COMMISS	Monthly Salary.	83;588883;83 8 888888888889999	GAME WARDEN.	
FREE LIBRARY COMMISSION—CONTINUED	Position.	Stenographer Steno	GAN	Deputy Deputy
	Name.	Matson, B. MeGuan, C. Daly, Anna. Carroll, Edna. Brinkhoff, O. Turner, Lura. Schlosser, Ormel. Schlosser, Ormel. Ross, Lenora. Curran, F. Kinney, Alice. Hambrecht, Edna		Albrecht, H. A. Asmuth, C. F. B. Brown, F. B. Buckley, J. Budzis, John Brugett, W. W. Beworth, E. F. Bosworth, E. Bosworth, Ed. Bosworth, Ed. Barnhardt, W. Baker, C. E. Basco, R. Basco, R. E. Besco, R. E. E. Besco, R. E. E. E. E. E. E. E. E. E. E. E. E. E.

Appointments, Promotions, Transfers, Reinstatements, etc.

Emorgency. Kilgebe list. Relieve list. Relieve list. Emorgency. Emorgency. Eligible list. Eligible list. Eligible list.	Emergency. Original employe. Emergency. Eligible list. Temporary. Eligible list. Eligible list. Eligible list.	Eligible list. Eligible list. Eligible list. Emergency. Emergency. Emergency. Emergency. Eligible list. Eligible list. Eligible list.	Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Original employe.	Reinstated. Emergency. Reinstated. Filgible list. Reinstated. Emergency. Emergency. Emergency. Emergency. Emergency.
			68 68 68 68 68 68 68 68 68 68 68 68 68 6	;:-:-::
2 5 5 11 - 5 - 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	20		888888888	
Pepury Pepury Pepury Pepury Pepury Pepury Pepury Pepury Pepury Pepury Pepury Pepury Pepury		-		
		Deputy Deputy Deputy Deputy Deputy Deputy Deputy Deputy Deputy Deputy Deputy Deputy		Deputy Deputy Deputy Deputy Deputy Deputy Deputy
Connection, A. J. Createion, D. M. Createion, D. M. Darti, G. W. Deltrich, G. A. Devine, Thos. Devine, E. P. Parke, E. P. Parke, Frank.	H.H. W.	Grublie, H A Grunewald, A Hope, A Hall, Geo. F Hill, J. B Holmes, A. A Hildebrandt, H W Hall A. W.	Johnson, G. T. Johnson, N. Johnson, N. Johnson, N. Keeler, J. G. Kiest, M. Kleist, M. Kleist, M. Kleist, M. Klingslev, G. L. Koh, G. C.	Lind, H. O. Liyons, M. L. Little C. S. Longden, Sam. McManus, P. Moore, D. H. Montag, A. C. Mannel, G. Noble, Paul

 $Appointments,\ Promotions,\ Transfers,\ Reinstatements,\ etc.$

_	a pposite	
	Remarks.	Reinstated. Eligible list. Emergency. Eligible list. Beinstated. Permanent. Eligible list. Eligible list. Eligible list. Emergency. Commission extended. Reinstated. Emergency. Commission extended. Emergency.
	Olass.	000000000000000000000000000000000000000
CAME WARDEN COntinued.	Date, if service ended.	2
	Date.	
	Monthly Salary.	\$
THEO .	Position.	Peputy Deputy De
	Хате.	Octtel, L. O'Connor, D. Bandall, F. Bandall, F. Bandall, F. Bandall, F. Bendall, F. Beltman, S. P. Beltman, S. P. Bobrecht, M. D. Bassell, A. G. Sampson, A. G. Sampson, A. Spener, F. Spener, F. Spener, F. Spener, F. Spener, F. Spener, F. Spener, F. Spener, F. Spener, F. Spener, F. Spener, F. Spener, F. Spener, F. Spener, F. Store, J. T. True, H. W. True, H. W. Williams, W. Williams, W. Williams, W. Williams, M. Williams, J. D. Spener, F. Spener, F. Spener, J. D. Spener, True, M. Plant, J. D. Spener, J

GAME WARDEN-Continued.

Appointments, Promotions, Transfers, Reinstatements, etc.

Rigible inst. Rigible inst. Rigible inst. Rigible inst. Rigible inst. Rigible inst. Rigible inst. Rigible inst. Temporary. Temporary. No eligible list.		Increase. Temporary. Increase. Increase. Increase. Surfesse. Summer. Summer. Summer. For 1½ months. For 1½ months. For 1½ months. For 10 months. For 10 months. For 10 months. For 10 months. For 10 months.
2000000000		NAM RECEPTERATIONS NAMED AND SECTION OF SECT
		99-111-98
2000 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1	RVEY.	
3838383888 3838383888	GEOLOGICAL SURVEY.	28888888888888888888888888888888888888
byetial deputy Special deputy Stenggrapher and office assistant Bookkeeper Bookkeeper	GEOLOG	Geologist Investigator Computer Geologist Geologist Geologist and chemist Geological assistant Geological assistant Geological assistant Geological assistant Geological assistant Geological assistant Geological assistant Geological assistant Geological assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Compassman Compassman Compassman
Kennedy, Fruil Kennedy, D. H. Kennedy, E. D. Jones, G. D. Gauteth, E. W. Copenhelfer, M. Cupenhelfer, M. Cummings, A. Schlagel, B. S. Schlagel, B. W. Wright, Geo.		Weldman, S. Jackson, H. T. Huels, F. W. Glatettle, J., Jr. Spraker, E. B. Kalling, H. J. Thwaltes, T. T. Thwaltes, T. T. Thwaltes, T. T. Thwaltes, T. T. Schoemann, Le Roy. Dunnewald, T. Berg, O. I. Kummerer, G. Berg, O. I. Kummerer, G. Berg, O. I. Kummerer, G. Berg, O. I. Kummerer, G. Berg, O. I. Kummerer, G. Berg, O. I. Kummerer, G. Kummerer, G. Berg, O. I. Berg, O. I. Baker, Oliver E. Baker, Oliver E. J. Marshall, Miss. Grav, Jas. Grav, Jas. Grav, Jas. Grav, Jas. Fignar, Jas. Grav, Jas. Grav, Jas.

Appointments, Promotions, Transfers, Reinstatements, etc.

			, · 	
	Remarks.	G. & N. H. S. Eligible list. 1 month. Emergency. Re-employed. Increase. No eligible list. One-half expense paid by U. S. No eligible list.		Eligible list. Rule of commission. No eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Rule of commission. Rule of commission. Rule of commission. Rule of commission. Rule of commission. Rule of commission. Rule of commission. Rule of commission. Rule of commission. Rule of commission. Rule of commission. Rule of commission.
GEOLOGICAL SURVEY-Continued.	Olass.	MANAMANOO O O O O O O O O O O O O O O O O O O		0 00 000 000
	Date, if service ended.	9 29-0)		20
	Date.	9-18-00 13-13-00 6-11-00 6-11-00 6-11-00 7-27-00 7-29-10	птт	
	Monthly Salary.	80 00 Fees Fees 80 8 80 7:0 250 00 14, of 30 00	BOARD OF HEALTH	\$
	Position.	Compassman Stenographer Stenographer Stenographer Stenographer Stenographer Sureyor Sureyor Soll grinder Cook	BOARI	Clerk Clerk Copyist Copyist Copyist Copyist Copyist Copyist Copyist Copyist Copyist Copyist Copyist Copyist Copyist Copyist Copyist Copyist Copyist Copyist Copyist
	Name.	Allen, Thos. Pickering, H. G. Brewer, Bess Le Grand, A. J. Cenfield, F. Balley, F. Rigden, E. J. Hotchkiss, W. A. Nelson, Oran. Nelson, Oran. Brightman, Herb.		Vick, L. Bresee, E. Moore, Oors Moore, Oors Webster, L. Walsier, Mrs. Eliz Wald, Anna Wald, Anna Wald, Anna Wald, Anna Wald, Anna Wararet Foran, Margaret Coleman, Margaret Coleman, Margaret Sembandt, Essle Coleman, Margaret Bennered, Jessle Bennered, Jessle Bennered, Ash Lottis, Generieve Grey, Blanche

Appointments, Promotions, Transfers, Reinstalements, etc.

Woodward, A.	Charwoman	5	14			
Conner, Mate	Cherwoman	2	8 - 8		1,1	list. Temporary, 4
Bitney, Mrs.	Charwonan	3.5				Eligible list. Temporary, 4 wks.
Morhoff, Mrs.	Charwoman	28	8		1	list. Temporary,
MeOramer, Mrs	Charwoman	2	8 3 68		1	list. Temporary, 4
Legiere, L.	Charten	23	86			. ist
Tolor	Night metah	38		00 00	-	Eligible list. Temporary, 4 WES.
Warnella N	Housemaid	38		3	10	Fligible list. Promoted
Dale, B.	Housemaid	88	11-1-08	2-21-00	ı	Eligible list.
Hurn. Ethel A.	Research and Ind.	250 yr.	11- 1-09	:	Z C	By action of C. S. Com.
Grindell, L. D	Research and Ind	250 yr.	11-1-00		Z. C	By action of C. S. Com.
Lyons, Martin	Janitor	ි. දි	00	:	- - - - - -	Eligible list.
Lincoln, C. C.	Tention	35		38		Uriginal employe.
Jant, M. E	Clost woom attendent	38	3 2	3		File in the list
Tones Hazel R	Closk room attendant	38		120		Flightle list
Hagan, Sena	room	106	13-30-00		L	No eligible list. Winter empl.
	room	100	8-30-00		J	lst.
Link. A	room	18 00	3-13-00	2 10 00	O	
McCullough, L	room	18 00	00 00	10 68	C	Eligible list.
Aalber, A	Cloak room attendant	18 80	3-12-00	3-13-00	C	No eligible list.
Brisbols, B		- 20 20 20 20 20 20 20 20 20 20 20 20 20	8 8	12-17-(x)	۔ ن	Eligible list.
Brisbois, B	Cloak room attendant	88	22-27			Promoted.
Schmelzer, Kupert	Meagenger	3. S. S. S. S. S. S. S. S. S. S. S. S. S.	0.0			Eligible list.
Findach: W	Messenger	35	88	3-11-69		Flighbe list.
Kindschu. W		18 00	3-11-00		C	Eligible list. Promotion.
Link, Geo		18 00		3 0 0	<u>ن</u>	list.
Berigan, R. E	_	88	8			Elgible list.
Clerkin, Willie	Flevator attendant	38 88			ت	Eligible list.
Amuscuu, w						August not:
		•				
	BOARD 0	BOARD OF IMMIGRATION.	RATION.			
Berry, Rose	Stenographer Stenographer	12 28 28	8-80-(8 3-1-10 1-10		Ex.	Eligible list. Increase.

HISTORICAL LIBRARY.

Appointments, Promotions, Transfers, Reinstatements,

	Remarks.	Beinstated. Eligible list. Eligible list.		Salary increased. Eligible list. Exempt by Com. for 1 year. Exempt by Com. for 1 year. Exempt by Com. for 1 year. Non-competitive by Com. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list.
g.	Class.	EX.		MENOCONEMENTO ON COOC
	Date, if service ended.	8-23-00 1-1-09 2-10-09 7-26-10 6-20-09 7-18-10		8-31-99 6-2-99 12-81-99 13-81-99 13-19-99 6-11-99 10-8-09 10-8-09 11-19-99 11-19-99 11-19-99 11-19-99 11-19-99 11-19-99 11-19-99
	Date.	11-8-00 11-8-00 1-80-03 1-80-03 6-23-10 2-10-03 1-7-07 1-7-07 1-7-07 1-7-07 1-8-10	STICS.	2
INSURANOE	Monthly Salary.	156 90 166 90 160 90 160 90 160 90	LABOR AND STATISTICS.	88 5 2 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8
II	Position.	Deputy commissioner 150 00 Deputy commissioner 150 00 Deputy commissioner 150 00 Stenographer 160 00 Stenographer 30 00 Stenographer 100 00 Stenographer 100 00 Stenographer 100 00 Stenographer 100 00	LABOR	Deputy commissioner Mateur commissioner Abstatut commissioner Ratistical clerk Special clerk Special agent free employment bureau Superintendent free employment bureau Superintendent free employment bureau Superintendent free free employment comparation free employment bureau Superintendent free employment bureau Superintendent free employment bureau Superintendent free employment bureau Superintendent free employment bureau Superintendent free employment bureau Superintendent free employment bureau Superintendent free employment bureau Superintendent free employment bureau Superintendent free employment bureau Superintendent free employment bureau Superintendent free employment bureau Superintendent free employment bureau Superintendent free employment bureau Superintendent free employment bureau Superintendent free employment bureau Superintendent free employment bureau Superintendent free employment bureau Superintendent free employment bureau Superintendent free employment bureau
	Name,	Ekern, H. L. Ekern, H. L. Waite, M. W. Yager, B. M. Orr, Albert W. Larson, L. P. Hilyer, R. H. Hilyer, R. H.		loveng, M. O. Price, Wm. H. Kubal, B. Fenton, Ida. Penton, Ida. Osgood, I. Locecholr, D. Barrett, Mrs. Penn, Geo. P. Penn, Geo.

NGURANOE

Appointments,	Promotions,	Transfers,	Reinstatements,	etc.
---------------	-------------	------------	-----------------	------

Appointme		omotions, 1 	:'ransj 	ers, Keinstatements, etc.
Kinguble list. Rigible list. Rigible list. Rigible list. Com. Rigible list. Rigible list. Rigible list. Rigible list. Rigible list. Rigible list.		Promotion. Original employe. Promotion. Eligible list.		Not cligible list. Sec. 17. Not cligible list. No cligible list. Eligible list. No cligible list. No cligible list.
Prc00 cc0		C E X X X X X X X X X X X X X X X X X X		0000000000×0×××
10 -13-08 1-2-08 1-2-08 2-2-08 1-15-10		2-30-10		1-2-10
0 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	E.	9-22-09 1-5-05 9-22-00 11-16-(8 6-15-08 2-1-10	MITTEES.	9-10-0) 2-16-0 5-16-0 5-16-0 11-11-10-0
845 744 8	LAND OFFICE.	1837 125 69 1169 80 60 80 60 80 60	RE-COM	10 0 0 d 10 0 d 10 0 d 10 0 d 10 0 d 10 0 d 10 0 d 10 0 d 10 0 0 d 10 0 d 10 0 d 10 0 d 10 0 d 10 0 d 10 d 1
Ourtin, J. H. Clerk Ourtin, J. H. Clerk Clerk Breen, R. Clerk Cler	LAN	Benett, W. H. Chief clerk Castle, B. J. Assistant chief clerk Underhill, M. Stenographer Stenographer Stenographer Stenographer Gruiser Truiser	LEGISLATURE—COMMITEES.	Brief Work Byan, Wm. Byan, Wm. Byan, Wm. Bref work Byan, Wm. Bref work Accountant Trainor, Fr. Stenographer Stenographer Statistical clerk Beyer, W. C. Rapiolds, B. W. Statistical clerk Royler, B. Statistical clerk Royler, B. Statistical clerk Royler, B. Clerk Clerk Le Roy, B. H. Clerk Wan Metre, B. Clerk Yan Metre, R. Clerk Yanker, H. S.

Appointments, Promotions, Transfers, Reinstatem

Nаше,	Position.	Monthly Salary.	Date.	Date, if service ended.	Class.	Remarks.
O. E. Shaffer	Oblet clerk Sergeant-at-arms	200 00	1-13-09	6-18-0)	Ex	
E. Pearson	Journal clerk	p00 9	1-13-09	6-10-00	000	Eligible list.
H. Dietz	Bookkeeper Assistant bookkeeper.	2 00d	1-13-0	60-01-0		Eligible list.
E. Van Matre	General elerk	p00 9	1-13-00	67000		Eligible list.
W. L. Bullock	Index clerk	p00 9	1-13-00	6-10-09		Eligible 11st.
V. Nevins	Encolling clerk.	2 00d	1-13-09	6-10-08	0	Fligible list.
J. Nelson	Stenographer	5 00d	1-13-00	6-10-00		Fligible list.
J. Hughes	Stenographer	2 00d	1-13-00	6-10-00	C	Eligible list.
J. Saposs	Stenographer	P00 9	1-13-09	6-10-09		Eligible list.
C. Tretow	Stenographer	5 00d	11300	00 00		Fligible list.
A. Heinrich	Stenographer	2 00d	1-13-09	6-10-00	0	Eligible list.
J. J. Hartley	Stenographer	DO0 5	1-13-00	00-00-00		Trans. from Kallfoad Com.
16	Stenographer	2 00d	1-13-09	6-10-09		Eligible list.
G. Piekering	Stenographer	5 00d	1-13-00	6-10-00	o	Fligible list.
Robotka	Stenographer	4 00d	1-13-09	6 10 00		Eligible list.
I., Oeland	Typewriter	PC0 F	1-13-00	4-30-09	0	Eligible list.
f. C. Hawker	******	4 00d	1-13-00	6 10 00		Eligible list.
W. E. Kirk	Typewriter	4 00d	1-13 00	67-01-9		Eligible list.
Nelson	*****************	4 00d	1-13-09	6-10-08	C	Eligible list.

LEGISLATURE.

Appointments, Promotions, Transfers, Reinstatements, etc.

. Promoted.		Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list.
Eligible list. Eligible list.		Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Trans. Eligible list. Trans. Eligible list. Trans. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list.
000000000000000000000000000000000000000		##00000000000000000
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
######################################	SENATE.	888 888 898 898 898 898 898 898
Them Gaustine tailing position of the control of th	S	F. E. Andrews R. C. Falconer R. C. Falconer R. E. Mither and Sergeant-at-arms Sergeant-at-arms Sergeant-at-arms Journal clerk B. W. Wylle Assistant journal clerk Bookkeeper Bookkeeper Bookkeepe

Appointments, Promotions, Transfers, Reinstatements,

	Bemarks.	Eligibe list. Eligibe list.		Eligible list. Eligible list. Trans. for 3 mo. fram Civil Service Com. Student. Student. Student. Student. Student. Student. Student. Eligible list.
	Class.	60000000000000000		MCO NAKANAHO,
	Date, if service ended.	\$3333333333333333333333333333333333333		2 1 1 2 0 0 1 1 1 1 0 0 0 1 1 1 1 1 0 0 0 1 1 1 1 1 0 0 0 1
ned.	Date.	22 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	EGENTS.	8-1-0 8-31-0 8-31-0 8-31-0 8-31-0 8-31-0 8-31-0 8-31-0 8-31-0 8-31-0 8-31-0 8-31-0 8-31-0 8-31-0 8-31-0
SENATE—Continued	Monthly Salary.	99999999999999999999999999999999999999	NORMAL SCHOOL REGENTS.	888 5255666 888 688666666666666666666666666666
SENAT	l'osition.	Typewriter Typewriter	NORMAL &	Stenographer Clerk Clerk Clerk Assistant Janitor Assistant Janitor Assistant Janitor Assistant Janitor Assistant Janitor Assistant Janitor Assistant Janitor Fig Brer
	Увше.	O. P. Peterson. W. A. Anderson. W. A. Anderson. T. H. Sanderson. E. A. Pierce. G. M. Emerich. Olaf Goldstraf. T. E. Boyle. J. A. Estuman. Thos. J. Farley. Thos. J. Farley. Thos. J. Farley. Theon B. Cranc. E. G. Cooper. Harly Cotey. Harlof Lampert. Boland Monroe. Orville Swarthout. Myron Harshaw.		Reynolds, P. Oarter, Theda A. Oarter, Theda A. Dawes, A. F. Behadewald, R. Behriener, Otto Landkowski, J. Majerus, P. Majerus, P. Majerus, P. Brielbach, Geo. F. Rehadewand, Ponti

Appointments, Promotions, Transfers, Reinstatements, etc.

_	 	<u> </u>	1	· · · · · · · · · · · · · · · · · · ·
	Remarks,	Elgebbe list. Elgebbe list. Original employe. Elgebbe list. Elgebbe list. Elgebbe list. Elgebbe list. Elgebbe list. Elgebbe list. Elgebbe list. Elgebbe list.		Eligible list. Eligible list. Nection 17. Flighte list. Flighte list. Flighte list. Flighte list. Flighte list. Flighte list. Flighte list. Flighte list. Flighte list. Flighte list. Flighte list. Flighte list. Flighte list. Flighte list. Flighte list. Flighte list. Flighte list.
	olass.	000000000d		#0000000000000
	Date, if scrvice ended.	1 —30—10		6 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 -
-Continued.	Date.	12 - 4 - 4 - 4 - 4 - 4 - 4 - 4 - 4 - 4 -	11.1.1.08 10.1.1.1.08 10.1.1.1.09 10.1.1.1.1.09 10.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.	
REGENTS-	Monthly Salary.	Pees Press Press Press Press Press Press Press	PUBLIC PROPERTY.	28388888888888888888888888888888888888
NORMAL BOHOOL REGENTS—Continued.	Position.	Deputy Deputy Deputy Deputy Deputy Deputy Deputy Deputy Deputy Deputy Deputy Deputy Deputy Deputy Deputy Deputy Deputy Deputy Deputy Deputy	PUBLI	Stenographer Assistent, heating plint Engineer Engineer Fragineer Fragineer Fragineer Fragineer Assistant ongineer Assistant ongineer Assistant ongineer Fireman Fireman Fireman Fireman Fireman Fireman Fireman Fireman
	Name.	Grotzinger, N. Maltpress, B. J. Beach, Herb. A. Campbell, Jas. Heineman, C. B. Heineman, Alb. Hewitt, C. F. Olin, C. C. Sprek, C. H.		Underhill, M. Wise, C. J. White, J. C. Holmes, Andrew Novemer, Juo. F. Novemer, Juo. F. Wetchum, W. Dorman, Herb. Winter, Win, Jr Wetch, M. Sulliwan, Juo. Le Hew, Orley

ppointments, Promotions, Transfers, Reinstatements, etc.

Original was, or original was, or original was, or or or or or or or or or or or or or	Emergency. No eligible list. No eligible list. No eligible list. Eligible list. Eligible list. Original employe. Eligible list. Original employe. Eligible list. Eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. Temporary 10 days. Eligible list.	Eligible list. Salary increased.			
1000010 1010010 1011111111111111111111	MANAMONANANA	Br. Elle O'Dr. Salis U'Dr. O'Dr.	48 : P : TA	112 12 12 12 12 12 12 12 12 12 12 12 12	60-13-6
25 26 26 27 27 27 27 27 27 27 27 27 27 27 27 27		D COMMISSION. 180 68 3-1-10 150 00 11-1-68 150 00 11-1-68 150 00 11-1-68 150 00 11-1-68 150 00 11-1-69 150 00 11-1-00 150 00 11-00 150 0			
	Laborer Laborer	Special agent 130 commission 150 c			
	Proceedings of the control of the co	Kerr, W. D. Hogan I. F. Gruhl. E. F. Hovey, A. M. H. Kastler, E. S. Kastler, F. L. Kastler, F. L. McNaughton, G. C. Battes, F. E.			

RAILROAD COMMISSION—Continued.

•	Appoint	ments,	Promotions	, Transf	crs, Reinstateme
	Bemarks.	Eligible list. Salary increased.	Temporary. Eligible list. Eligible list. Eligible list. Reinstated. Eligible list. Eligible list.		
	Class.	O D C C C C C C C C C C C C C C C C C C		00000	
	Date, if service ended.		10-3-06 1-17-06 1-10-09 4-1-00	12 - 10 - 10 - 10 - 10 - 10 - 10 - 10 -	_ · · · · · · · ·
	Date.	9-16-09 3-1-10 10-7-09	10-11-09 10-11-09 10-11-09 10-12-10 11-12-10 11-12-10 11-12-10	10 - 69 - 10 - 11 - 19 - 10 - 10 - 10 - 10 - 1	2
	Monthly Salary.	8888 8888	8 6 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	883588 887888 887888	350 hr. 350 hr
	Position.	Expert Expert Expert Expert	Expert Expert Expert Stenographer Stenographer Stenographer Stenographer Stenographer Expert stenographer	J. J. J. J. J	Typist Natistican Statistician Special statistician Special statistician Special statistician Special statistician One assistant Clark Stenographer Cirrk typist
	Ма Пе.	Schmidley, W. R. Schram, P. H. Shaffner, Mary	War F. P. Gallagher, C. Glover, L. E. Hartle, C. J. Kenag, W. B. Breitkreutz, Ida	Clark, Emily E. Clark, Emily E. Pickering, H. G. Yager, R. Rebuckari, E.	Wright, Dorothy H. Schrieber, O. E. Hank, Fred., McDonald, Jas. J. Muller, Z. E. Browning, R. E. Spohn, W. W. Woods, C. R. Gelsse, A. Hughes, A. Knoff, R. F.

Kligible list. App. as expert. Kligible list. Figible list. Promotion. Refisited list. Refisited list. Refisited list. Refisited list. Refisited list. Refisited list. Expert. Changed to per dlem	No Exa or		Eligible list. Eligible list. Eligible list. Temporary. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Original employe. Eligible list.
0.000000000000000000000000000000000000	20000 0		CCMCCCCCC CCM
20 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	ATE.	1-2'-09 6-2'1-09 6-2'1-09 1-2'-06 10-100 7-18-00 7-18-00 1-18-00 1-19-09 1-
######################################	80 00 80 00 80 00 100 1	SECRETARY OF STATE	155 00 1874 1874 1874 1874 1874 1876 1876 1876 1876 1876 1876 1876 1876
Note of the control o	Stoelting, R. E. Curtis, N. P. Figineering comp. Curtis, N. P. Boon. Leonard. Johns, E. F. Honson, F. H. Assistant field inspector Assistant field inspector Assistant field inspector Assistant field inspector Assistant field inspector Civil cugineer inspector Civil cugineer inspector	SECR	Christopherson, C. Stenographer and clerk Christopherson, O. Clerk Ferlin, F. Stenographer Hillyer, R. H. Stenographer Kissel, Ida Stenographer Ki

Appointments, Promotions, Transfers, Reinstatements, e

	Bemarks.	Original employe. Eligible list. Eligible list. Eligible list.		Eligible list. Eligible list. Eligible list. Increase. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list.		Filothia list
	Olass.	0000				Ł
	Date, if service ended.	1-11-00 2- 1-00 5- 1-10				5 4-10 7-20-10 FF
NDENT.	Date.	7-1-06 1-11-09 12-4-08 4-5-10	rotes.	% % % % % % % % % % % % % % % % % % %	RT.	8 4-10
STATE SUPERINTENDENT	Monthly Salary.	187 187 188 188 188	REVISOR OF STATUTES	######################################	SUPREME COURT.	00 2X.8
STATE S	Position.	Rural school inspector Rural school inspector Stenographer Stenographer	BEV1601	Revisor of statutes Assistant revisor Creby clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Copy clerk	SUPF	Assistant
	Name.	Wood, L. W. Larson, W. E. West, B.		Nash, J. J. Belitz, Arthur T. Butter, Lille Eastman, Florence. Parness, Marie Hollatz, Lauretta O'Keefe, Anna O'Keefe, Anna O'Yeefe, Anna O'Yeefe, Anna O'Yeefe, Anna Berry, Arline Perry, Hallie Perry, Hallie Robinson, Inez Bobinson, Inez Bobinson, Lydia Shuckhart, Evelyn. Shuckhart, Evelyn. Shuckhart, Evelyn.		Plokering H A

Appointments, Promotions, Transfers, Reinstatements, etc.

	ľ	-			100000	
Eligible list.		Eligible list. Increase. Eligible list. Increase. Eligible list. For 60 days. Eligible list. Increase. Trunsferred from U. W.	Eligible list. Increase.	Ellgible list. Beinstated.	Eligible list. Increase. Kligible list. Increase.	Two days. Reinstated. Eligible list.
		00000 H	NAMONE	K K C M K	444000444	COOOC
10-1-08		9-11-10				
10 1 1 10 10 10 10 10 10 10 10 10 10 10	JK.				8 - 13 - 03 - 03 - 03 - 03 - 03 - 03 - 03	
Per diem Per diem Per diem 100 00	TAX COMMISSION.	98 53 53 55 50 50 50 50 50 50 50 50 50 50 50 50	200 90 90 PP PP PP PP PP PP PP PP PP PP PP PP PP	6447 664 696 696 696 696 696 696 696 696 696		117.25 128.05 12
Amilians Amilians Cherk Clerk	TAX	Stenographer Strnographer Clerk and stenographer Stenographer Stenographer Assistunt	Assistant Assistant Assistant Assistant Assistant Assistant	Assistant Special assistant Assistant Assistant	- :-	a:::::::::::::::::::::::::::::::::::::
Myen, wn. Meet, J. John B. Mugher, J. E. Ubber, J. E.		Gallagher, J. Gallagher, J. Usber, Frorence Trainor, Eate Sasman, C. Smith, Frank P.	Snjer, O. W. Shea, D. W. Biley, Miles C. Nolan, H. T. Nolan, H. T. McNutt, J. O.	Larson, John O. Kulinus, I. Karrges, R. A. Keith, G. B. Keiter, James E.	Ghoca, Geo. W. Gare, Bert. Gauper, Ole Dillman, Flyie Cowley, H. V. Prince, H. V. Anderson, J.	Dudgeon, M. S. Mard, L. E. Harvey, M. H. Gates, H. B. Storling, R. Storling, R. Penstel, R. M. Treleven, J. E. Thayer, O. B.

_	Appoint	ments, Promotion	ns, I	ransfers,	Reinstatements
	Remarks.	•		Fromotion. Emergency. Absent on leave without pay.	Fligible list. Fligible list. Fligible list. Fligible list. Reinstated. Criginal employe. Reinstated. Fligible list. 14, time. Fligible list. Reinstated. Fligible list. Promotion.
	Class.	000000000	000	OOO OOC	ZZ00000000X
	Date, if service ended.	1-10-09	: :	12_22_09	1-1-38
Continued.	Date.	7. 1-10 8-21-10 8-25-10 8-25-10 10-1-07 10-1-07 10-1-07 10-1-07 10-1-07	10-1: -2:-03 -2:1-03	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	
TAX COMMISSION—Continued	Monthly Salary.	58888888888888888888888888888888888888	5555 8888 8888	8885 88 8888 88	*488888888888 *4888888888888
TAX COM	. Position.	•	. v. ¬4 —	Assistant field inspector Assistant field inspector Assistant field inspector Assistant field inspector Assistant field inspector Assistant field inspector Assistant field inspector	Assistant field agent Typiner Typewriter Typewriter clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Ansistant
	Маше.		Dwinell, I. Nutting, H. G. De Boos, F. A.		

Appointn	nents	, Promot	ions,	Transfers, Reinstatemer	its,	etc.
Kilgibie list. Kilgibie list. Kilgibie list. Eligibie list.		Eligible list. Original employe. Emergency appointment. Eligible list.				Engible list. Increase.
200000		0000		COCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCC		Ex. Ex. Ex
		7— 1—10 8— 1—10				
6-24-10 6-24-10 6-20-10 6-20-10 4-1-10 6-20-10		7-7-7-1-05 1-1-10 1-1-10 1-1-10	NT.	12-25-06 4-8-09 7-21-09 7-21-09 10-22-09 11-11-10-09 11-22-09 11-22-09 11-22-09 11-22-09 11-22-09 11-22-09 11-23-09 11-23-09	AN.	11- 1-08 8- 9-00 8- 1-10
100 00 100 00 120 00 120 00 00 00	TREASURER	\$150 00 62 00	TREASURY AGENT.	rees Fees Fees Fees Fees Fees Fees Fees	TERINAR	88 88 88 88 88 88 88 88 88 88 88 88 88
Niveral agent Niveral agent Niveral agent Special agent Special agent	TH	Bookkeeper Night watch Night watch Night watch	TREA	Treasury agent Treasury agent Treasury agent Treasury agent Treasury agent Treasury agent Treasury agent Treasury agent Treasury agent Deputy treasury agent Deputy treasury agent Deputy treasury agent Deputy treasury agent Deputy treasury agent Deputy treasury agent Deputy treasury agent Deputy treasury agent Deputy treasury agent Deputy	STATE VETERINARIAN	Assistant Secretary Secretary
lielman, R. A Garver, F. B Cowbes, H. V Campbell, Geo.	!	Tseuber, O. J. Rochl, J. O. Whitney W. F.		Karnes, J. H. Parmeter, M. Rationt, J. Siewort, J. D. Siewert, J. D. Sueps, W. G. Thleman, H. Wheels, F. F. Hartman, Emil A. Hartman, Emil A. Hartman, Emil A. Goon, Darwin, C. Currier, L. C. Blorkund, O. H. Blorkund, O. H.		Wolcott, W. A. Lothe, Herbert

T OF THE STATE CIVIL SERVICE COMMISSION. Reinstatements, etc. Promotions, Transfers, Emergeney.
Emergeney.
Emergene list.
Eligible list.
Eligible list.
Eligible list.
Eligible list. ients, Eligible list. Eligible list. Eligible list. Original employe.xem. Non competitive Increase list. Increase. Filgible list. Eligible list Eligible list Eligible list 言語 1 Exempt. MAN Class. Date, 13 gerate ended. GREEN BAY REPORMATORY. 8888888888 8888888 34444888 18.18 88 84. 3 00 95 Dete. STATE VETERINABLAN CORUM-30.00 20 00 8888 14688 888 A SALES Monthly Salary. 0.07 Sterretary there formation and the second secon : : ... deadeat ... brendent plasterer (thard THE CHENTER Guarder and S. E. Charif guard Culet engineer Paring Markey יחם יחון יחבום יהוד Position. rnkinier. (Firard Guard Brewer, Archie Hebber, Chas Lothe, Herbort St. Penticwell, Huzel St. Penticwell, Huzel St. Penticwell, Huzel Princowell, Huzel Chark, G. A.r. Cooper O. Parigham 17,000 p. Name. ١

N. C. Eligible Bat.	L Kligible list.	C Eligible list, Reinstated.		C. Kligible list.	0	0	0	0	C Eligible list,	C Eligible list.	C Eligible list.	_		Engible list.		N C Suggiore hat. Emergency.		Kligible		_	O Eligible list,	_	Comment of the Park	Commence and	C. Eriothia liet	C Temporary			_					C. Eligible list. L. Original employe.
07-00-10					***************************************	00 00 0	10-10-08	4-19-09	***************************************	3-81-10	************	11-14-08	6-24-09	6-1-00	***********		10-23-00		9-19-8	9-20-00	Section of the section of	11-26-09	1 10	800	1001	20 71 00	6-5-10	8-7-00	***************************************	11-13-00		D		11-13-09
00-11-0	7-43-63	7-19-00	01-10-00	60-1/2-00	0:-9:-1	12-10-08	20-20-08	8-1-08	6-31-13	6-16-00	4-1-10		6-10-00		1-27-0	+ ot	2		8)-9-4	6-12-08	8-5-10	17708	200	20 00	0000	80 80	6- 9-10	11- 9-03	4-5-10	00-00-6		LE MINDE	0 - 98 - 10	0. F.
88 88	05 00 & d		88	55 00 & d	50 00 dt d	65 00 & d	55 00 & d	65 00	55 00 & d	55 90 & d	65 00 & d	5 25d	26 00 & d	55 00 M d	2000	55 00 & d	45 00 & b	55 00 & d	5.0 00 & d	55 00 & d	26 00 & d	70 00 60 0	2000	20 00 00 00	200	200 00 00 00 00 00 00 00 00 00 00 00 00	60 00 & d	55 00 & d	8	55 00 & d	Dinner.	HE FEEB	30 00	888
Mason	Guard	Payalelan	Clerk	Guard	Ogard	Engineer	Guard	Маѕоп	Guard	Night guard	Clerk	Tool sharpener	Guard	Guard	Guard	Recembaker	Guard	Guard	Teacher-guard	Guard	Guard	Carpenter	Therefore services	Pacific Buard	Chample of the contract of the	Guard	Teacher-grand		Guard	Guard		HOME FOR THE FEEBLE MINDED.	Fireman	Attendant
Inriiey, A.	_	Homniel, Dr. W. J.	_	Neutror, J. M.	Meliner, W W	Kempedy, C	Kholl, E		Miller H. J.	Mills, Chambeey	Miquette, Chas. A	Olsen, Chas	Feters, L.	Cowers, C. H	Preston I M	Reincek, Wm	Riegelman, H. G.	Rodgers, J. F.	Seeman, F. J.	Sjobban, M. C	Thomas, J. G	Thompson, T. A.	Water D	Walch, T	Wallraff F W	Williams F T	Wilson, G. F.		Zahrte, Albert	Zierath, H. C			Abrams, James.	Agnew, Robert

HOME FOR THE FEEBLE MINDED-Continued.

4	Appointr	nents, Promotions, Transfers, Reinstatements,
	Remarks.	Eligible list. No eligible list. No eligible list. No eligible list. No eligible list. Internittent service. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. Eligible list.
	Olass.	OOO OOOOO OOO OOOOOOOOOOOOOOOOOOOOOOOO
	Date, if service ended.	10 10 10 10 10 10 10 10
	Date.	7 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
	Monthly Salary.	8888 8888 8888 8888 8888 8888 8888 8888 8888
	Position.	Laborer Laborer Attendant
	Маше.	Attman, Louis. Armaltinger, Dan. Aural, Leroy. Balley, L. Baker, Anna Barciay, T. Barrett, Ed. Barry, Jno. H. Baningariner, Louise. Bayliss, Mary. Bayliss, Mary. Bayliss, Mary. Bayliss, Mary. Bayliss, Mary. Bayliss, Mary. Baryliss, Louise. Baryliss, Laura. Baryliss, Laura. Baryliss, Co. Bride, Chas. Browster, Geo. Bride, Chas. Bride, D. Bride, Chas. Browster, Clara. Brown. Mina.

Appointments,	Promotions,	Transfers,	Reinstatements,	etc.
---------------	-------------	------------	-----------------	------

Reinst a ted.		Reinstated.	Reinstated.
remaind less to the control of the c	Original employe, Eligible list. Original employe, Eligible list. Eligible list. Int No eligible list.	No eligible list. No eligible list. No eligible list. No eligible list. Eligible list. Eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. Eligible list. No eligible list. Eligible list. No eligible list. Eligible list. No eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list.	No eligible list. Eligible list. Eligible list. No eligible list. No eligible list. No eligible list. No eligible list.
O COO COO CO		COCCOCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCC	0000 C
\$ -2 -00 \$ -2 -10 \$ -2 -00 \$ -10 -00 \$ -10 -00 \$ -10 -00	4-30-09 3-1-09 6-14-00 10-16-09 12-23-08	4 - 5 - 00 1 - 21 - 00 6 - 00 - 00 10 - 24 - 00 11 - 13 - 00 12 - 10 - 00 12 - 10 - 00 13 - 10 - 00 14 - 21 - 00 17 - 10 - 00 18 - 10 - 00 18 - 10 - 00 19 - 10 - 00 19 - 10 - 00 10 - 00	4-3-10 6-28-10
2 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	10 10 10 10 10 10 10 10 10 10 10 10 10 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	7-16-08 6-11-08 6-11-08 7-11-08 7-11-08 7-11-08 7-11-08
2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Per 25 25 25 25 25 25 25 25 25 25 25 25 25	88856888888888888888888888888888888888	21.02 28 228 20.28228 20.8828 20.8828
Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant	Attendant Laborer Laborer Laudress Laudress Laborer and team Attendant		
Carses es Soule Carrey fact Carrey Color Cascado Acono Cascado Acono Cascado Acono Conserva Allee Corrano, Frances Christenson, P. Christenson, P. Christenson, P.	Cleaves. H. Coleman. B. Coleman. B. Coleman. Rirdle. Connoll. Florence. Connoll. Trve.	Coomies M. Coomies M. Corete Hart Corete Marie Coreten J. Craft Mrs. H. Craft Wrs. H. Croger Veena Curtis Milred C	Dunbar, Lilla Duncan, T Duppen, Stephen Eggers, M Elliot, B Elland, Helga

Appointments, Promotions, Transfers, Reinstatements

_		
	Remarks.	No eligible list, No eligible list, No eligible list, No eligible list, No eligible list, Eligible list, Eligible list, No eligible list, No eligible list, No eligible list, No eligible list, No eligible list, No eligible list, No eligible list, No eligible list, No eligible list, No eligible list, Eligible list, No eligible list, Eligible list, No eligible list, No eligible list,
	Class.	OCOCOO COCOCO CO O COCO
othraed.	Date, if service ended.	25 25 25 25 25 25 25 25 25 25 25 25 25 2
NDED-O	Date.	######################################
EEBLE M	Monthly Salary.	88888 8888888888888888888888888888888
HOME FOR THE FEEBLE MINDED—Continued	Position.	Attendant Attendant
	Name.	Erickson, Ranga Ermitinger, Mary Evanson, E. Faranon, G. Everson, G. Felt, M. F. Fessenden, Ella, Fessenden, Ella, Frox, Marie Fox, Marie Gallette, C. A. Frault, Ella, Elsie Gallette, C. Gallet

CAN THE PETER MINISTER AND THE CONTESSED

See elegible list Conference constance. No cligible list. No cligible list. No cligible list. Kligible list.	No eligible list. Eligible list. Rigible list. No eligible list. Rigible list. Eligible list. No. eligible list. No. eligible list. No. eligible list. No. eligible list. No eligible list. No eligible list.	Eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. Kilgible list. Re-employed. Eligible list. Re-employed. Rigible list. No eligible list.
\$888 \$688	8 8 23 33 200 0000000	z nazdzie z z z z z z z z z z z z z z z z z z
88-1-1-8 	:" : : : : T : T : : T : T	7
883833	98888888888888888888888888888888888888	28888888888888888888888888888888888888
Geacher	nac) her.	
Attending Attending Attending Attending	Attendant Attendant Attendant Attendant Cacher Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant	· · · · · · · · · · · · · · · · · · ·

uy Berryto. Class. Bemarks.	Color Colo
	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Position.	Attendant cam. Laborer and team. Attendant Attendant Attendant Laborer Painter Attendant
Name.	Leonhart, Sophia Libby, Roy Libby, Roy Loftus, J. Ki Loftus, Mrs. J. E. Loftus, Mrs. J. E. Loolell, Herman Loolell, Herman Loolell, Herman Loolell, Herman Loolell, Herman Loolell, Herman Loolell, Herman Loolell, Herman MacVane, Kille Maddox, Lucila Mandory, J. Mandory,

e. Re-instated.	'e. Be-employed.
No eligible list. Filiagible list. No eligible list. Eligible list. No eligible list. Eligible list. No eligible list. Eligible list. No eligible list. Eligible list. No eligible list. Eligible list. No eligible list. Eligible list. Eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list.	Figme list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. Original employe No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list.
	ZOZNAZOZNAZNOZ
	11-16-68 11-16-68 11-16-68 11-16-68 11-16-68 112-11-68 112-11-68 112-11-68 112-11-68 112-11-68
2	10 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1
	228 2888888888888888888888888888888888
Attendant Attend	Attendant Krepra Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant

HOME FOR THE PREBLE MINDED-Continued.

Appoint	ments, Promotions, Transfers, Reinstatemer
Benarls.	No cligtbe list. No cligtbe list. No cligtbe list. No cligtbe list. No cligtbe list. No cligtbe list. No cligtbe list. Eligtbe list. No cligtbe list.
Class.	OCOCOCO OCOCOCOCOCOCOCOCOCOCOCOCOCOCOCO
Date, if service ended.	112 - 31 - 68 110 - 25 - 69 110 - 25 - 69 110 - 25 - 69 110 - 25 - 69 110 - 25 - 69 110 - 25 - 69 110 - 25 - 69 110 - 25 - 69 110 - 25 - 69 110 - 25 - 69
Date.	
Monthly Salary.	**************************************
Position.	Teacher Attendant
Name.	Roemer, Fir. Rollin, Dixon. Royeraft, Mary Royeraft, Mary Royeraft, Ruth. Royeraft, Ruth. Scheuer, Wm. Schingel, Rose Schindtz, Rose Schoultz, Rose School, Rose School, Rose School, Rose Schooler, A. Schrowler, C. Schrowler, C. Schrowler, C. Schwartz, L. Schwartz, L. Schwartz, Lenna Sc

NO eligible list. NO eligible list. NO eligible list. NO eligible list. Eligible list. NO Eligible list. NO Eligible list. NO NO eligible list. NO NO eligible list. NO Eligible list. NO Eligible list. NO Eligible list. NO Eligible list. Eligible list.	oo o oooo oocoo	ococcocococo cco c
2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	21 0 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Accountrier Accountrier Accountrier Labore Accountrier Attendant Attendant Attendant Attendant Attendant	Attendant Lubore Lubore Lubore Lubore Labore Attendant	Attendant Attendant
		Watters, Wm. At Warten, Warten, Warten, Bertha. At Wenzel, Bertha. At Wheeler, Mrs. L. At White et M. White et M. At White et W. At Wilkom, Lena. At Wilkom, Lena. At Wilkom, Lena. At Wilkom, Lena. At Wilkom, Lena. At Wilkom, Lena. At Wilkom, Lena. At Wilkom, Lena. At Wilkom, Lena. At Wilkom, Lena. At Wilkom, Dr. E. W. As Wilkom, Dr. E. W. As Wilkom, Mrtie. At Wilson, Mrtie. At Wollson, Dr. E. W. As Wilkom, Dr. E. W. As Wilkom, Mrtie. At Wollson, Mrtie. At Wollson, Mrtie. At Wools, Dr. E. W. As Wilkon, Wrtie. At Wools, Dr. E. W. As Wilson, Mrtie. At Wools, Dr. E. W. As Wools, Dr. E. W.

Appointments, Promotions, Transfers, Reinstatemer

_	appoint			ons, 17	ansjers 	s, nein	siaiemei
	Bemarks.	No eligible list. Eligible list. Original employe. Fligible list. Re-employed. Original employe.		w F			No eligible list. Increase. Eligible list. Increase. No Clabbe list. No clabbe list. No eligible list.
	Class.	0000		0 × 0 × 0	0.12.00	0000	0000
tinued.	Date, if service ended.	4-17-10 N. O 5-15-00 N. C 2-1-:9 N. C		10—31—09	5-1-10	\$ 1 1	2-15-09 2-1-10
NDED-Cor	Date.	799° 9877 888	FOR BOYS	10-1-00 11-30-09 12-20-00 0. E.			
EEBLE M	Monthly Salary.	2222 2223 2223	SCHOOL	25 00 20 00 115 00	2888 2889	88888 88888 88888	886688 886688
HOME FOR THE FEEBLE MINDED-Continued	Position.	Attendant Attendant Attendant	INDUSTRIAL SCHOOL FOR BOYS.	Matron Matron Matron Asslant superlutendent	Night engineer Sit with an administration of the state of	Family officer Family officer Family officer (thief cook	Ranily maton Boss' d'ning room Family officer Laborer Family officer Family officer Family officer
	Name.	Yaeger. Gertrude Zapp. Edith Zoella, Laura		Assman, Hannah			Boyd, Mary Boyd, San Boyd, San Boyd, San Brooks, F. G Rrooks, Mrs F. G

Appointments,	Promotions,	Transfers,	Reinstatements, e	tc.
---------------	-------------	------------	-------------------	-----

Note of the part o			No clighbe list. Temporary. Temporary. Filighbe list. Filighbe list. Filighbe list. No clighbe list. Filighbe list.	Flighble list. Flighble list. Flighble list. Increased salary. Flighble list. No elighble list. Elighble list. No elighble list. No elighble list. No elighble list. Orlighal employe.
	9-19-09 O. E 10- 1-09 O. E 3- 7-10 L 3- 7-10 L			1 - 9 - 10 C C C C C C C C C C C C C C C C C C
20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	000 000 2—15—10	10 1 1 09 10 10 10 10 10 10 10 10 10 10 10 10 10	28888888888888888888888888888888888888	
Canonic De Maria Commenta De Maria Parantis materon Parantis materon Parantis materon Nove dining room Materon Family officer and matron Ratron Ratron Ratron Ratron Ratron Ratron	Family officer Matron Cook Cook Assistant cook	Stenogripher Teacher Teacher Dining room	Latunity Setion room matron. Ration Matron Manual Iralining Baker Saker Assistant superintendent Hadesmith Blacksmith	Teacher Matron Family officer Matron Night watchman Family officer Family officer Family officer Family officer Family officer Family officer Family officer
Father Markey Grands From the Committee Grands From the Committee Grands From the Committee Grands From the Committee Grands From From the Committee Grands From Grands Mrs. S. P. Gunning, Mr. S. From Grands Mrs. S. From Grands Mrs. S. From Grands Mrs. S. From Grands Mrs. S. From Grands Mrs. S. From The Committee Grands From The Committee Grands From The Committee Grands From The Committee Grands From Town Town Town Town Town Town Town Town	Hawtin, J. W. Johnson, Mrs. Jennie Johnson, M.	Kaul, Cora Klett, T. C. Klett, T. C. Klett, T. C.	Krebs, Icnos Krol, Kittle Layne, H. E Liayne, Ms. B. E Lindholm, Oscar Marks, Eugene Marks, Eugene Murphy, L. F Murphy, L. F Noeff, F. O. F	Olson, G. W. Owens, E. W. Owens, E. W. Owens, E. W. Owens, Mrs. E. W. Owens, T. J. Owens, T. J. Evers, Ludwig, Peters, Ludwig, Philip, H. E. Philip, Mrs.

Appointments, Promotions, Transfers, Reinstaten

_					
	Benata.	Eligible list. Engible list. Engible list. Engible list. No eligible list. Original employe. No eligible list. Temporary. No eligible list. Emergency. No eligible list. Emergency. No eligible list. No eligible list. Temporary. Temporary. No eligible list. Temporary. Temporary. No eligible list.		Bemarks.	No eligible list. Eligible list. No eligible list. Temporary. No eligible list.
	Gless.	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		Olass.	00HH
thued.	Date, if service ended.	9 11-15 6 19-11-1-18 11-18 11-	s;	Date, if service ended.	80 - 12 - 02 - 03 - 03
OYS-Oom	Date.		FOR GIRL	Date.	2 - 1 - 08 2 - 1 - 08 3 - 1 - 08 1 - 15 - 10 1 - 15 - 10
OOL FOR	Monthly Salary.	8888888888888888888888888888888888888	SOHOOL	Monthly Salary.	8588 8888
INDUSTRIAL SCHOOL FOR BOYS-Continued.	Position.	Matron Matron Sering room State agent Tyeather Va tchman Principal Matron Cook Assistant cook Matron Dinne room girl Family matron Family matron	INDUSTRIAL SOHOOL FOR GIRLS.	Position.	Teacher Engineer Labover Night watch
	Лаше.	Philip, Mrs. Philip, Mrs. Philip, Mrs. Rawson, Belle. Rawson, H. R. Richards, P. Roesler, J. S. Rosseler, J. S. Ross, Jesse E. Salladay, Mrs. G. E. Stollberg, P. Williams, L. A. Williams, L. A. Williams, L. A.		. Name.	Breese, Laura. Courts, D. B. Enstle, J. Froce, H. W.

	MENTER BUILDINGS	00k		80-14-08	80-16-6	-08 C	No eligible list,
1300313113	Hendant.	Allendant	00 98	8-15-10	***********	N. C	35
1 7 3 6 2 7 3 1 1 1 1	MUMBER	WINDLY	23 00	0 - 54-10	***********		100
738373737	ALLEGISTICS.	and control and co	40 00	12 10 08	0 00		
100 3 7 311 31		Treatment of the Contract of t	800	200	4 00 00	, v	
* 3 2 311 31	Attrodage .	***************************************	800	100	00 10		
2.7. 200.00	Coward	A Land of the Land	200 007	20 00 11	10 00 01		
2 311 31	Michdant .	A STATE OF THE STA	20 00	50 00 0	200		
311.31	ngineer	THE THE PART	20 00	8			NO CHETOTO MEE.
1000	trendant .	Attendant	20 00	12-12-08	1 -17-03	N. C	No engrole list,
	Burdress	anndress	15 00	12-2-08	1-15-10	L	No eligible list,
1	Thanking .	Artendant	00 Le	8 09 00	F 9 10	N. C.	No chierble list.
	Transfer of the same of the sa		112.00		11 100	2	No aliefble list
	reward (a)	Steward (actual)	of oth	100	77		
_	teward	Steward	125 07	11	Contraction of the Contraction o	N. C	
	Altendant .	A STATE OF THE PERSON NAMED IN COLUMN TO PER	20 00	11-80-08	2-23-00	N. C	
			90 00	8-11-00	8-10-09	N. O.	
_			00 00	41 10 00	00 4 0	N	
Š			50 12	17 - 75 - 01	3		No engine
3	Attradant	***************************************	28 00	8-11-01	01-87-2	N. C	No eligible
-	Attendant .	A CONTRACTOR OF THE PROPERTY OF THE PERSON O	15.00	6-1-08	11-13-08	N. O	
9			50 03	11-29-09		N. C	No elicible list.
-			00 46	11-19 00	4-90-10	0	No elicible list
-			92 00	N 10		0	TOTAL TOTAL MENT
Henry		*******************************	200	200	D 43 AN		P.U.S.I.Die IASI.
I		***************************************	00 00		ST. T.		No eligible list,
			20 00	111	2-18-18		No eligible list,
Bell. D. S		AND COLORS OF THE PROPERTY OF THE PARTY OF T	25 00	4-10-07	1-10-08	N. C	No eligible list,
	Attendant	***************************************	25 00	00-1-1	2-18-00	N. O	Eligible list.
			02.56	10-01-08	17-21-08	N	Whethe Ket
1.			00 10	0 K 1/3	100		No allocate Hat
E. d	arman	WINDER	00 70	000	00 10		No engrore ust.
Linemanne		management of the second of th	50 00	3-10-08	1-23-08		No eligible list.
S. C. C. C. C. C. C. C. C. C. C. C. C. C.		***************************************	22 00	80-01-8	7-21-03	N. C	No eligible list.
Blum, C.	Attendant .		25 00	1000	2-31-00	N. O	No cligible list,
			95 00	19-05-03	1- (-0)	N. C	Fligible list.
200			30 00	7-17-07	4-19-09	NON	Vo offerfule Het
_			00 30	00 00 0		N	Wilcible Not
			200	00 00			A STATE OF THE PARTY AND ADDRESS OF THE PARTY
Brandon, J A		Annual Company of the	25 00	00 61-1	***********	A. C.	No engrible list.
		*************************************	14 00	80-101-0		T	No eligible list.
7	thendont .	The same of the sa	82.68	07-70	************	N. O. N.	Eligible list.
	UFSe	VITSE	45 00	3-30-10		0	No eligible list.
	tien lant		95 00	5-29-10	5-30-10	N. C.	Eligible list.
These			95 00	6-17-10	4-90-10	N	Eligible ligh
-			80 50	0 1 08	8-11-00	N	No eligible list.
		***************************************	00 50	4 80 00	11 7 700	2	No eligible liet
-		***************************************	200	00 11 0	00 00		oligible
Busky, Emma A	Attendant .	***************************************	0 00	Į.	100		No engiole list.

Appointments, Promotions, Transfers, Reinstates

	NORTHERN HOSPITAL FOR THE INSANE—Continued	L FOR TH	E INSANE	-Continued.		
Лаше.	Position.	Monthly Salary.	Date.	Date, if service ended.	Class.	Remarks.
Carbon, Geo Carpenter, J Carvanaugh, M Carvanaugh, M Christenson, L, G Clawson, L, G Clemens, Nettle Clemens, Nina Cleveland, Earl Clink, J Corcoran, J Cortoran,	Attendant Laundress Attendant Laundress Attendant Assistant Assistant Asternant Attendant	##@###################################	200 100	11.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1	PHYPHYNHANNENHERENCO	Eligible list. No cligible list. No cligible list. No cligible list. Eligible list. No cligible list.

RTHERN HOSPITAL BOR THE INSANE Confined

	No eligible list.				No eligible list.		_		No eligible list.	No eligible list.			No cligible list.	Fligible list.							-	Original employe.			_			Eligible list.						No eligible list.
000	O	20	2	N.O.	L	L		2	O	N. C.	N. C		z.	2	, v	N. O	L	 	: :		N.O.	L) Z		O	0	 O		: : : : :	C	O	O	, L) Z
	3-17-10	- P-10	g		2 L	7-17-00	2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1 2 1 2 1 2 1 2 1 2 1 2 1	12-27-08	10-0-00	1 19 60	8 1 1 0 0	S 17.—8	3-23-00			3-33-00	3 6	11.08		8-2-03	2-19-10	80 01 1		10-31-09	:		3 8		181	8-11-08		
18-10-00		2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		20-22-0	11-20-08	180	1-31-08		101	13-16-08	20-17-00	11- 2-03		2 - 1	1-19-09	4-11-10	3-10-10	11-10-68	88	38	8-2-0	100	60-25-6	2 2	85	93	4-14-10	4-14-10			3	80 1	88	
288 888	188	88	88	38	22	15 8	88	38	24.00	0000	8	60 07	21 00	8 8	38	3	25 00	000	38	38	8	33.88	88	38	88	8	 8 8	22.00	38	38	181	8	88	3 8 8
A A STREET OF THE STREET OF TH	A Mettel and	Attendant	Laundress	Attendant	Laundress.	Laundress	Attendant	Attendant	Attendant	Attendant	Attendant	Atten lant	Attendant	Fireman	Attendant	Attendant	Assistant cook	Attendant	Attendant	Attentant	Attendant	Supervisor	Attendant	Attendant	Stengerapher	Stenographer	Attendent	Attendant	Attendant	Attendant	Attendant	Attendant	Butcher	Attendant
State Super	Funco, Pya	Fauk, Herman	Pauk I.	Feldmann F	Felker, F.	Felker, F	Fernholz, F. R.	Fey, Mabel	Flamm, Helene	Flood. S.	Forsman, Albert	Freeborn, G	Frederich, Ida	Frey, O.	Friedal, I.	Frings, Hedwig	Frohrib, Harold	Furman, Clara	Gahagan, A	Galster, Currie	Gendrich E	Genter, Clara	Gerry. John	Gillingham 1	Gilson Mrs K	Gilson, Mrs. K	Golden, Alfee	Golden, James	Golden, May.	Graham Ella	Grasser. M	Graves, Etta	Green, Robert.	Grimth, J

NORTHERN HOSPITAL FOR THE INSANE-Continued.

Bemarks.	No engabe last. No engabe last.
188 5	QEEFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFF
Date, if service ended.	2
Date.	### ##################################
Monthly Salary.	R 9 8 8 8 8 2 8 1 8 1 2 8 8 8 8 1 7 9 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8
Position.	Fireman Attendant Attendant Attendant Attendant Attendant Attendant Attendant Color Night watch Laundress Butcher Laundress Butcher Attendant
. Name.	Grimm. Aug. Grimm. Aug. Haines. Effe. Hambert. G. Hambert. G. Hammond, L. Harte. Murtha Harte. Murtha Herker. Maffe.

	Etlathie Het.		No eligible list.			100	-	-			No engine her					NO CHESTON HAT											No eligible list.		No eligible list.		No eligible list.	:	:	:	No eligible list.	:	Eligible list.
-		3	8 -11 -08 -11 - 0 8 B	2-20-10			80-81-8	2-8-10	0-1-08	1-13-00-1-13-10		01 00 0		1-18-18-18-18-18	7-8-09 8-11-09	6-2-00 1-1-00	20 50 60 60 60 60 60 60 60 60 60 60 60 60 60	10 10	80-88-98	3-8-09 9-13-09	2-11-10 3-20-10	3 - 3 - 10	10-15-07 8-23-09	2 12 - 21 - 21 - 21 - 21 - 21 - 21 - 21	80-8-8-8-8-8-8-8-8-8-8-8-8-8-8-8-8-8-8-	9-13-13-13-13-13-13-13-13-13-13-13-13-13-		11-9-08 11-21-08	10-13-59-10-3-69		8-24-03	6-22-10 N.	3-21-08 4-2-09 N.	N 60 80 100 100 100 100 100 100 100 100 100		4-21-10 5-30-10 C.	2 - 12 - 21 - 21 - 21 - 21 - 21 - 21 -
8	88	8 R	88	R 2	86	÷-	3.6	8	8		<u>.</u>	a ș	3 5	3 8	8	188	₽8 	88	53	833	88	388	88	88	183	7		ន	 2. =	12	ส	123	38	38	2 62	98	38
100					FIFTERNAL		Assistant physician	ssistant physician		***************************************			y B. C. M. II.	Attendant					00k	Attendant	Attendant			Fireman	Attendant	Seamstress	Attendant		Attendant	annelress)ffler boy	Attendant	Night watch		Attendant	ireman	

NORTHERN HOSPITAL FOR THE INSANE-Continued.

Appoin	iments, Promotions, Transfers, Reinstatement
Bemarks.	No eligible list. Eligible list. No eligible list. Eligible list. No eligible list.
Class.	10000 0000 0000 0000 00000 10000
Date, if service ended.	11.77 4 - 9 - 10 - 63 - 63 - 63 - 63 - 63 - 63 - 63 - 6
Date.	7 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Monthly Salary.	88888888888888888888888888888888888888
Position.	Attendant Attendant Attendant Attendant Stendant Stendant Attendant
Name.	Mattingly, J. P. McCourt. J. P. McCourt. J. P. Meritt. F. C. Miller. Ada M. Mincker, Jho. Mincker, Jho. Morgan. M. M. Muck. Alice. Morgan. M. M. Muck. Alice. Morgan. M. M. Muck. Alice. Morgan. J. Mincler. M. Susan. Sash. John. Sash. M. Selson. M. Selso

Side Lydia	The same ser	88	100	200	1.1	No ellerbie ilet.
Papie, Kinma	Laundress	88	13 - 24 - 03	00 98 0	Z.C.	No eligible list
Pearson, H	Attendant	88	8		: : :: ::	No eligible lint.
Perkins, M.	Stenographer	88		3	20	No eligible list.
Peterson, Ed	Attendant	8	200		o.	No cligible list.
Peterson, M.	Farmer	8	10 88 01	8 13	L	
Peterson, M.	Farmer	88	80 75	8 -27 -08	Ļ	No eligible list.
Phenps, J. E.	Attendant	8	<u></u>	1		
Theips, L.	Attendant	88	88	88		
Phillips K	Attendant	38	, e	36		No eligible list.
Pickard, Frank	Fireman	38	֟ ֓֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞֞	3	: :	No eligible list.
Pitcher, W. D.		88	121	- - - - -	C	No eligible list.
Pitcher, W. D		8	12-21-03	-	O	Eligible list.
Pitzka, Anna	Attendant	24 00	11-14-07	11-19-08	C	No eligible list.
Playman, F.	Matron	80	11-6-03		0	No eligible list.
Pommerening, J	Attendant	8	60 - 6	2000	N. C	No eligible list.
Pontaw, Emma	Laundress	14 8	4-14-10	4-11-10	L	Eligible list.
Pratt, Henry T	Attendant	8			X. C.	No eligible list.
Pricetly Fred	Attendant	8	10 10 10 10 10 10 10 10 10 10 10 10 10 1	11-7-00	o	No eligible list,
Priestly, Stelly	Attendant	8	ا ا	11-7-09	Z. C.	No eligible list.
Pufahl, A	Laundress	8	6		L	No eligible list.
Quinhy. F	Attendant	22 00	1	\$ \$	0	No eligible list.
Rabe. Louise	Laundress	8	8 28		L	No eligible list,
Raleigh, W	Attendant	25 80	8-13-08	11-18-08	N. C.	Eligible list.
Raleigh, W	Attendant	8	5 2 10		Z C	Eligible list.
Regolin, M	Laundress	8	12-11-01	12-23-08	ı	No eligible list.
Reidel, Laura	Attendant	8	ا ا		NO.	No eligible list.
Riedi, Fila	Attendant	8	- F	8	N. C.	No eligible list.
Renier, Lena	Attendant	88	3 18 63	11-27-09	Z. C.	No eligible list.
Renier, Lena	Arrendant	24 00	1- 6-10		Z. O. Z.	No eligible list,
Reinert, P.	Farmer	88	ا ا ا		r	No eligible list.
••	Attendant	88	101	10-18-09	 Z	No eligible list.
	Attendant	88	88	J.	N. O.	No eligible list.
Koot, Frnest	Ctono canon hon	88	11-5-01	200	C	No eligible list.
Ross, Lenora	Accident applier	33		2-8-10	o	Eligible list.
Rostanke, Emil.	Assistant Cook	38		2-17-10	T,	No eligible list.
Buggles, Era		88		01-03		No eligible list.
Russell I	Attendant	38		01-1) 	No eligible list.
Sandman, A	Attendant	88	3		2	No eligible list.
Schlegel, Barbara	Stenographer	80	7-12-09	8 12 8	0	
Schoenrock, A	Seamstress	15 00	5 1 8		L	No eligible list.

Appointments, Promotions, Transfers, Reinstatem

Theresa.,	Position.	Monthly Salary.	Date.	Date, if service ended.		Bemarks.
	Attendant		91-91) ()	Efigible Bat.
Schreiver, D.	Attendant Seamstress	88		88		No chgribbe list.
er. Minnie	Matron		11-30-96	11-18-00		No efficience met.
Seinis, Lizzie	Attendant		11-29-00	12-2-00	20	No engine met.
Severance, Charlotte	Attendant		100	:		Eligible flat.
F. C. T. C. C. C. C. C. C. C. C. C. C. C. C. C.	Attendant		202	2 - 6 - 6 - 7		No eligible list.
Sheahan, E			8 8	7-17-09		No engrand net.
	Attendint		5121-08	10-31-08		No eligible list.
_	Attendant		3 - 3	12-17-08		No engible het. Original emalove
	Attendant			11.1		No cligible list.
Smith. Nellie	Attendunt		9 - 9 - 10			Eligible list.
e e	Attendant		90			No eligible list.
corenson, C. H	Night watch		6-8-01	5-24-00	N	No eligible list.
Stamp. A	Attendant		ξή.	24 00		No eligible list.
crandring, Golbert	Attendant			01-1-10	C	No eligible list.
greater, Oarrie.			3	3 - 6	× 0	No eligible list.
griebing, Ella.	Attendant		6 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	23-03	 	No eligible list.
gruelke, Mary.	Attendant			OL 16	: : :	Eligible Het.
ralbert, G	Attendant		8-13-03	10-31-08	8	No eligible Her.
relfer, Bessie	Attendant		80	8 8	: : : :	No eligible het.

CORPERS HOSPITAL BOR THE INSANE-Continued.

No circ blo list. No circ blo list. No circ blo list. Higher blo list. No circ blo list.		No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list.
RKORROCERSKARREROLERAREROCES OO OO		N. O. L. L. L. L. L. L. L. L. L. L. L. L. L.
		22-7-08 3-29-09 5-29-09 5-29-09 5-29-09 1-1-1-09 1-7-08
	BLIND.	8 - 1 - 08 10 - 1 - 08 10 - 1 - 08 10 - 1 - 08 10 - 1 - 08 10 - 1 - 08 10 - 1 - 08 10 - 1 - 08
######################################	FOR THE	88 68 68 68 68 68 68 68 68 68 68 68 68 6
Attendant Laminates Laminates Coverant Coverant Coverant Coverant Coverant Attendant	SCHOOL FOR THE BLIND	Stockman Assistant steward Assistant steward Housekeeper Stamistres Stamistres Somistres Semistres Stockman Superintendent
Weeken A trendent Attendent Attendent Men Attendent Coverant Milliams A trendent Coverant Milliams A trendent Might watch Milliams A trendent Might watch Milliams A trendent Might watch Milliams A trendent Might watch Milliams A trendent Attendent Milliams Mil		Stockm Assistan Housek Bousek Scamsti Dining Scamsti Stockm

Appointments, Promotions, Transfers, Reinstatements,

-
Position. Salary.
echer principal.
nundress
Uning room
eacher manual training
nining room
astry cook
Caumiffess
Bundress
aundress
Kitchen
Singineer
Thumb's
Ining room.
Ingineer
Zifeben
Ingineer
Seamstress
Cacher
Value room
ingineer
Uning room
uning room
Ining room
lining room
racher
Laundroca

Ā	l p	_			_	_	_		- -	P	r	97	ne)t	io	n	s,	1	T1	ra	n	s f	er	*8,		R	ei	n	st	at	en	ien	ts	, etc.	_
	Defendance	. neinstated. om dining room.	7e.			No eligible list.																	rmer & cnc).			Original emp.									
No cligible list.	No eligible list.	Transferred fro	Original emplo	No eligible list.	No eligible list.	No eligible list.	No engible list.	No eligible list.	No eligible list.		No eligible list	No eligible list	Klivible liet	No eligible list.	No eligible list.	No eligible list.	No eligible list.	No eligible list.	No eligible list.	Eligible list.	No eligible list.	No eligible list.	No eligible list	No eligible list	No eligible list,	No eligible list.	No eligible list.	No eligible list.	No eligible list.	No eligible list.				No eligible list. No eligible list. No eligible list.	No eligible list.
10	1	:	1	Q	T.	-10	:	:		1	-			,	: :		L	-	<u>ب</u>			3,-	Ç	14	L	0	-	0,		1				101	C
1 1 8		21-17	20 Jan	8	8			2-16-16		8	<u> </u>		ا ا	9	60 1			3	17			3	9 30			90	8		8	01-01-2				11-1-00	
7-11-10	100			1 28	1 8 8	200		3 :	3 :	3 2) : 		3		10 18	4-1-10	13-6-08	81	8		5 5 5	91		90 91	11-1-08	1 1 68	10-01-4	8 6	58				DEAF.	11-1-03	9
8	88	88	8	8	8 9	88	36	58	38	38	38	3 5	38	88	18 8	98 98	8	8	83	88	38	38	8	8	18 0)	3	18 80	8	38	38			OR THE	888 888	8
Laundress Engineer	Chambermaid	Laundry	Cook	Teacher	Seamstress	Teams to chan	Chembern of a	Instructor	The most	Capabinary Continues of Capabinary	Work teacher	Matron	Teacher	Watchman			C00k	Laundress	Kitchen	Housekeeper	Housekeeper	Dining room	Teacher	Cook	Laundress	Teacher	Laundress	Plumber's assistant	Uning room	Dining room			SCHOOL FOR THE DEAF	Laborer Assistant engineer Chambernaid	
McBane, W. H.	ite, Mabel.	McKinnon, Mrs. M.	nnon, M	Means, Anna K.	(HE, M	Nellerud, N.	Olegent, E. d	Polity Deter	Photology Per	Rengan I	Roenka Ameri		Scott, Rachel	Skeffington, P. J.	Skinner, E	Slain Patrick	Slavinski, Mrs. ,	Smetna, K	Smetano, Mary.	Smith, Mrs	Smith, Nettle	State Mrs I. A	Stephens, J. S.	Struck, Mrs. F.	Taly, Mrs. F	Turner, M. Ada	Vogel, M.		. H	Willb, mail				Bowers, S. Bonnham, Walter	EVCUTY, Clara

9—C. S.

Appointments, Promotions, Transfers, Reinstatements,

STATE HOSPITAL FOR THE INSANE.	Laborer Labo	Seamatres	Remarks. No eligible list.	Pate, if ended. 9 - 1 - 10 10 - 1 - 08 11 - 08 12 - 08 13 - 08 14 - 08 15 - 08 16 - 08 17 - 08 18 - 08	Date: Da	Monthly Monthly Salary. Note	Teacher Steamfiter Cook Teacher Steamfiter Cook Waltress Waltress Waltress Waltress Cook Cool Danber Cool Danber Cool Steam fiter Cool Steam fiter Seamstress Assistant Boys' superintendent Laborer Laborer Cook	
	STATE HOSPITAL FOR THE INSANE.	Cook STATE HOSPITAL FOR THE INSANE.	No eligible list. No eligible list.	O N	10-17-08	2 - 28 - 08	88	Fireman Attendant
Boys' superintendent 60 00 9-1-06 1 25 00 8-26-08 10-1-08 1 25 00 8-26-08 10-1-08 1	Boys' superintendent.		No eligible list.			5		Assistant engineer
Assistant engineer 600 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Assistant engineer. 40 00 — — — — — — — — — — — — — — — — —	Assistant engineer. 40 00 — 07 4-10-10 0	No eligible list. No eligible list.			9 2		Steam fitter.
Steam fitter	Steam filter	Steam fitter	No eligible list.			100		Cook
Cook Cook <th< td=""><td>Cook Steam fitter 2000 4—21—10 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1</td><td> Cook </td><td>No eligible list.</td><td></td><td></td><td>11-1-00</td><td></td><td>Coal heaver</td></th<>	Cook Steam fitter 2000 4—21—10 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Cook Cook	No eligible list.			11-1-00		Coal heaver
Coal heaver Coal heaver 11-1-00 L. Chambermaid 13000 9-18-00 4-21-00 L. Cook 4-21-00 1-1-00 L. L. Steam fiter 8000 18-1-00 L. C. Assistant enginer 6000 1-1-00 L. C. Seamstres 8000 9-8-07 2-1-00 L. Boys' superintendent 8000 9-1-07 4-10-00 C. Laborer 8000 8-26-06 10-1-06 L. Cook 8-26-06 10-1-06 L.	Coal heaver 25 00 11—1—09 L L Clambermaid 15 00 9—16—09 4—21—10 L Cook 20 00 4—21—10 L L Semantres 20 00 12—1—3 L L Assistant enginer 20 00 12—1—3 L L Boys superintendent 20 00 9—8—7 4—1—9 L Boys superintendent 20 00 9—1—9 D L	Coal heaver Second II— 1—09 L <td>No eligible list. No eligible list.</td> <td></td> <td>01-00-10</td> <td>010</td> <td></td> <td>Usher</td>	No eligible list. No eligible list.		01-00-10	010		Usher
Usher Ushe	Usher Usher Usher Cool Heaver	Usher Cook	No eligible list.					тевсинац
Tracher Trac	Tractic Trac	Tracher Trache	No eligible list.			88	88	Waitress
Waltress Waltress 15 00 8-65-08 L. Watchman Teacher L. C.	Walterss 16 00 8-65-08 L. Watchman 15 00 9-13-00 L. Teacher 15 00 9-13-00 L. Cook 15 00 1-21-00 L. Cook 15 00 1-20-10 L. Cook 15 00 1-1-00 L. Cook 15 00 1-1-00 L. Steam fress 20 00 1-1-00 L. Assistant 10 00 1-1-00 L. Assistant 10 00 1-1-00 L. Boys 10 00 1-1-00 L. 10 00 1-1-00 1-1-00 L. 10 00 1-1-00 1-1-00 1-1-00 10 00 1-1-00 1-1-00 1-1-00 10 00 1-1-00 1-1-00 1-1-00 10 00 1-1-00 1-1-00 1-1-00 10 00 1-1-00 1-1-00 1-1-00 10 00 1-1-00 1-1-00 1-1-00 10 00 <td>Waltress 15 00 8-65-08 L Watchman 3-1-0 L Teacher 3-1-0 C Took 3-1-0 C Cost 4-20-10 L Cost 1-1-0 4-20-10 L Cost 1-1-0 4-20-10 L Cost 1-1-0 4-20-10 L Steam fiter 20 00 4-21-10 L Seamstress 20 00 1-1-0 L Assistant engineer 20 00 1-0 C</td> <td>No eligible list. No eligible list.</td> <td>_</td> <td></td> <td>2 8 2 8 3 8 3 8</td> <td>88 89</td> <td></td>	Waltress 15 00 8-65-08 L Watchman 3-1-0 L Teacher 3-1-0 C Took 3-1-0 C Cost 4-20-10 L Cost 1-1-0 4-20-10 L Cost 1-1-0 4-20-10 L Cost 1-1-0 4-20-10 L Steam fiter 20 00 4-21-10 L Seamstress 20 00 1-1-0 L Assistant engineer 20 00 1-0 C	No eligible list. No eligible list.	_		2 8 2 8 3 8 3 8	88 89	
Cook Cook	Cook Waitress	Cook Waitress	No cugina ust.				38:	
Waltress Waltress Waltress Waltress Cook Cook<	Seamstrees Sea	Waltress Waltress Waltress Cox Los	No engible list.			38	88	
Teacher Waitress Steamfitter Steam fitter Cook Waitress W	Tracher Waltress Steamfitter Cook Waltress Waltr	Teacher Waltress Steamfiter Steam	No eligible list. Transferred.				11 % 8 8	Steamatter
Cook Cook <th< td=""><td>Cook Teacher Early of the list. Waltress We signed list. Steamfitter We signed list. Waltress We signed list. Cook We signed list. Assistant enginer We signed list. Assistant enginer We signed list. We signed list. We signed list. We signed list. We signed list. We signed list. We signed list.<!--</td--><td>Cook Teacher E No eligible list. Vastiress 11 - 1-68 1 -</td><td>No eligible list.</td><td></td><td></td><td>9</td><td>88</td><td>Teacher</td></td></th<>	Cook Teacher Early of the list. Waltress We signed list. Steamfitter We signed list. Waltress We signed list. Cook We signed list. Assistant enginer We signed list. Assistant enginer We signed list. We signed list. We signed list. We signed list. We signed list. We signed list. We signed list. </td <td>Cook Teacher E No eligible list. Vastiress 11 - 1-68 1 -</td> <td>No eligible list.</td> <td></td> <td></td> <td>9</td> <td>88</td> <td>Teacher</td>	Cook Teacher E No eligible list. Vastiress 11 - 1-68 1 -	No eligible list.			9	88	Teacher
Steamfitter	Teacher Teac	Teacher Teac	Remarks.	Class.	service ended.	Date.	Monthly Salary.	Position.
Teacher Position Salary Date Ended Class Remar	Teacher Position Salary Date Ended Class Remar	Teacher Position Salary Date ended Class Remar						

-00 N. C No citatble list.	N. O. N. O. No ellerble list.	N.O.N.	T. No.	NO NO	O				N. O. W.		N. C	Transcription			Line Comment	1		N. C	N. O.		N. C	N. C	N.O.N.			N. C.	1	2		3	× 0.::	2	2	::		S C	2	2			1	1	-		5	0	C No eligible list.		2		-10 N. C No engine list.	:	Z C	Z C	-		
-11-51 60-55-0 00 st	10 61 00		101-10-10	55	30 11 13	8	2	7 17	00		8-20-00	8	200	90 15-16 00	00	00 00 00	· · · · · · · · · · · · · · · · · · ·	12-21-00	10-1-08	00 1	101 100	60-1-5 00	00 00 00	000	00 12-00	80 8 - 4 8	20 - 20 - 20	01 00 0	 3		85 80 - 5-28-10 5-18-10	01-86-10	38	8		8	80 11-11-00	15	70-21-1		00 13 18 00	S 1-10				8	8	2 S S S S S S S S S S S S S S S S S S S			8	_ 8		20 00 7-12-00 12-23-00	1 1 1 2 S	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	8
Night wafelt	Attendant	Attendant	Dearmon	The state of the s	Altendant	Attendant		Assistant	Attendant	· · · · · · · · · · · · · · · · · · ·	Attendant	Tanndrose	The contract of the contract o	Attendant	Tanadasas	The state of the s	Teamster	Night watch	Attendant	Attendant	Attendant	Attendant	Attondant	Avenually designation of the party of the pa	Assistant engineer	Attendant	Meeon		W.L.C.Luantana	Attendant	Night watch	Night motor	TAINTIE WELCHISTER	Attendant	Attendant	Attendant	Attendant	Tremount of the second of the	Attendant	Attendant	Assistant	Applications	Assistant	Fireman	Fireman	Fireman	Pireman	Assistant	ABBIBCALL	Attendant	Attendant	Laundress	Attendant	Attendant	Attendant	Acalabant	ABBISCARIC
lett. Plertha.	DB. 1.00.	Allen, Will.	Alstadt. II	Am demonstrate William	Anderson, Dudley	Anderson W		Anderson, Mrs. F	-	Company of the company	Anderson, J.	Andaron Dath	Anderson, Aatu	Anderson. L.	Androne Homes	ALLENS, LICELLY	Andrews, H	Arlen Leo	A The state of the		Armstrong Mrs. Anna	Arnold Arthur O	Appendix Modello	Ayres, Metule	Baldwin, F. E	Ballows, W. A.	Deleted D	Dalbtat, D	Bandy, Allred	Barham, I	Rarham T	Dorton	Darmam, A	Barker, E	Barry, Gregory	Revew Willens	Don't b	Dartin, D.	Barth, Minnie	Barth. Minnie	Resestmen Dore	Description Done	Danschman, Dora	Basselman, Emil	Basselman, Emil	Basset, C. R.	Recent O R	Bassley Costmide	Designed, Ger in ude	Beasley, L. H	Beasley, Martin	Bednars, Nancis	Rehr H J	Rendepole Gertride	Contains P	Dentalue, D.	Dergn, Myra

Appointments, Promotions, Transfers, Reinstatements

	Posttion			-		
		Monthly	Date.	service ended.	Class.	Remarks.
	Attendant		12-28-07	12—16—03	N. C.	No eligible list
41-44	Attendant	8 8	80-88-08		N. C.	No eligible list.
		ន	11-11-08	_	X 0	No eligible list.
	_	81	2 7 8	12-10-08	0	No eligible list.
_	Assistant	=	12-31-07		Į.	No eligible list.
	\seistant	=	8	01-08-7	14	No eligible list.
_	Physician	21	1-16-08	:		Eligible list
_	Attendant	98		8 11-8	200	No eligible
	Attendant	8	3			No eligible
Bolstan, Eugvold		*		-		
_		3 8		چ ا	2	No engine
Boyd, Gro	Freman	1 12				No charle
_	Attendant	22	3	100	O	No eligible
_	Attendant	8	6-16-30	80 23	X. C.	No eligible
_	Attendant	8	4-22-10	01 6	Z. C.	No eligible
_	Attendant	디 디	- 13 - 38 - 88 - 38 - 38 - 38 - 38 - 38	2-32-10	X. C.	No eligible
-	Attendant	21	6-24-10			No eligible
Briggs, Rollie A	Attendant	88	3	01-13-13		No eligible
_	Attendant	98	33		: :: ::	No eligible
Brown, C	Attendant	38	2			_
-		38		•	2	No series
	Attendant	18		1	2	No elirible
Q 0	Attendant	151	8 1	•	C	No eligible
Mille	Attendant	8	67-16-8	•	Ö	No eligible
		18	2 1 2	10 80 08	N.	No eligible
K. A.		5	2 - 7 - 10		z	No eligible
_	Assistant	5	2-1:1-10		-	No eligible
_	Teamster	*1	3-11-6		Ξ.	No eligible list.
_	Farmer	:	3-11-10			No eligible
_	Attendant	88			X. O	No eligible

ATE HOSPITAL BOR THE INSANE_Continued

	O No ellerible liet.	- :::				0				:	:	<u>:</u>	:	: :	:	<u>۔</u> د	:		:::					:	:					0	-			-:-		-:-0	:		C No eligible list.	O No eligible				
A 18 1 18 18 18 18 18 18 18 18 18 18 18 1	19 08 0-10 08 N.	z F	1-8:-10 L	8-8-10	1 8 1	1 6 69 K	200	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		2 4	8	÷-	12		210	N 00 - 1	-11-10 I	2 0 J	10-11-08	Z	F 200 X	8 - 20 - 03 - 1.	2	2 2		2	2	2 2	1 2 N	8 1 1 -8 N	2	10-81-03 N.	Z	2	1 1 1 00 N.	3-13-09 N.	N 200 N	2 00 N	Z	12 -8 -08 X	3 15 100 N.	4-39-08 11-24-08 C	N 8 1	<u> </u>
	888	88	38	8	8	8	8	8	8	38	38	38	38	3 8	38	38	8	8	8	8	8	8	2	38	38	8	8	8	8	8	8	8	8	8	8	8	 8	 8	<u>۔۔</u>	8	8	8	8	8
					tant							• • • • • • • • • • • • • • • • • • • •																								II								
Blebograph	Attendance	Porter	Assistant	Fireman	Cook, ansis	Attendant .	Attendant .	rine Attendant .	Attendant	Attendant	Laundryman		_	Night Hets	Attendant	Acceptant	Assistant	Attendant	Attendant .	Attendant .	~ ; :	-	Attendant	-	-	_	▼:	-	-	- . ∷	-, :	:	-` :	- :	Attendant .	-	-		-	-	Attendant .	Physician .	Attendant	Attendant
Children II	Christensen, On	Christenson, O.	Curistensen, Iv.	Cinnsen, Tom.	Clements, L.	Clyde, Mary	Coates, Mrs. A.	Coleman, Cathe	Conklin, G	Conrad. B.	Conway R. L.	CODWAY, Mrs. E	Cook Kate	Cook, Wm	Contriberd	Cox Anna	Center Tennie	Clark, Jennie.	Oramer, Anna.	Cramford, Chas	Crane, John B.	Crass, Amberg.	('rass, M	Crawford, A	Crawford, C.	Cross, A.	Cross. M.	Cunningham, E	Currier, Anna	Currier, Wm	Davis, A. J	Davis, Amy	Davis, Florence.	Davis, H.	Dawson, G	Dawson, J.	Day, Chas. W.	Day. Zara W	Daubner, P	Davidson, T. W	Dean. Thos	Dicker, W. W.	Dineen, M.	DWeeney, G

Appointments, Promotions, Transfers, Reinstatements, etc.

	4ppoint	ments, Promotions, Transfers, Reinstatements, etc.
	Remarks.	Eligible list. No eligible list.
	Class.	OOO OOOOOOOO OO OO OOOOOOOOOOOOOOOOOOO
Continued.	Date, if service ended.	2 2 2 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
INSANE	Date.	
FOR THE	Monthly Salary.	28888888888888888888888888888888888888
STATE HOSPITAL FOR THE INSANE—Continued	Position.	Attendant Attendant
	Маше.	Dobrick, Aug. Domaile, Edvin Domaile, H. D. Domaile, H. D. Donanile, Trene Donand, N. Doore, Robt Drary, G. H. Dulin, R. Dyery, H. E. Dyery, H. E. Eayrs, Helen F. Edbrick, Wm. Enery, Elle. Erwery, Elle. Erwery, Elle. Erwery, Elle. Ermery, Glace. Erwery, Glace. Ermery, Glace.

1-11-00		1-36-08 11-30-08 N. O. N. O. N. O. Eligible Hat	: :	N. C.	12-30-00 N. C.	12 30 00 F	2	7-16-08 9-13-08 N. O. No eligible list.	12-51-08 N O	4-3-00 L	N. O	I		3	2 2 2	3 - 30 - N	N. C.	1-10-10 N. C	20 28 18 18 18	3-16-10 N. O	X. C.		S S	0	5-19-10 C C No eligible list.	2 N 0 - 2	3-8-10 N. O) e- 7-0) L	T		-2 -08 1-15-05 N. C NO eligible list.	12-14-09 4-20-10 N. C No eligible list.	0	4-30-30 L		-17-08 L I No eligible list.
8 S	888		-	- 58	_	88	 3	38	88	06 07	8	8	 88	B 8 8	- B 67	: 8	8	88	38	8	3:	3.5	 28	8	 88	38	8	_ 6	8	88	38		-8			
Attendant	Attendant	Attendant	Night watch	Attendant	Attendent	Barber	Attendant	Attendant	Attendant	Laundryman	Attendant	Laundry	Attendant	Tramster	Attendant	Attendant	Attendant	Attendant	Physician	Attendant	Attendant	Attendant	Plumber	Plumber	Plumber	Attendent	Attendant	Laundress	Assistant	Lat ndryman	Cook	Attendent	Firemen	Cook	. Attendant	Aesistant

~
ō
9
-
+
a
0
~
Y
r.b.
=
24
-
-2
<u></u>
8
-
H
_
щ.
н
•
æ
<u> </u>
0
2
_
٠.
7
⋖
E.
Ξ
X.
.
₩.
8
=
Ħ
E
H
≺

	Appoin	tments, Promotions, Transfers, Reinstatemen
	Benarks.	No. Control of the co
	Class.	NOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOO
ontinued.	Date, if service ended.	2
INBANE-O	Date.	### ### ##############################
FOR THE	Monthly Salary.	88888888888888888888888888888888888888
STATE HOSPITAL FOR THE INSANE-Continued.	Position.	Seamstress Carpenter Attendant Attendant Attendant Attendant Laundress Attendant
	Name.	Harris, Oilve. Harris, W. T. Harris, W. T. Harris, B. Harron, Geo. Hartsell, J. H. Haulke, M. Henlicks, M. Hemly, M. Hemly, M. Hemlicks, J. Hendricks, I. Herrick, F. Herrick, F. Herrick, T. Herrick, T. Herrick, T. Herrick, T. Herrick, T. Herrick, T. Herrick, T. Herrick, T. Herrick, T. Herrick, T. Herrick, T. Herrick, T. Herrick, T. Herrick, T. Herrick, T. Herrick, T. Herrick, T. Herrick, T. Herrick, T. Hill, Chann, T. Hill, Eleanor Hill, Eleanor Hill, Eleanor Hill, Eleanor Hill, Eleanor Hill, J. B.

: :
Attendant Seamstress
Attendant Attendant
AttendantAttendant
Attendant
Attendant
Laundress
Fireman
Attendant
Assistant
Night watchAttendant
Attendant
Plumber
Plumber
AttendantAttendant
Attendant
Attendant
Attendent
Laundress
Attendant
Attendant
Fireman
Attendant
Attendant

Appointments. Promotions, Transfers, Reinstatements, etc.

	Position.	Monthly Salary.	Date.	Date, if service ended.	Olass.	Remarks.
Attendant		88	12-17-00	96 18	 Z.2	No eligible list.
Attendant	Attendant	38		9	2	
		3 %		3	z	
uant		3 5		8		
:		36	, ,		-	No eligible list
		38	3 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2	٥	2	_
Attendant		38		3	200	No culgione
dant	Attendant	3	3		: خ	_
lant	Attendant	8	2 7 7 7	9 [Z C	_
lant	Attendant	8	1 1 8	8	0	_
		8	100	3	2	No eligible list.
June	Attendant	3 8	3 2	38	2	No eligible list
··· jur	TITELLURIUE JURDILLAND	38		7.		
Teamster		3				NO CHRIDIO
lant	Attendant	8	12 8 8	200		
lant	Attendant	8	2 2 2 3 3 3 3 3 3 3		× 0	No eligible
10	Painter	8	80 181 78	13 68	_	No eligible list.
lant	Attendant	8	9 2 2 2	201		No eligible list.
lress	Laundress	8	(P) P(P)	118 68	_	
lant	Attendant	28	1,18	13-11-00	Z. O. Z.	
8.0	Fireman	8	2010-08	7-12-00	_	Eligible list
lant	Attendant	88	1-12-10	1 8 10	N. O.	
Attendant		20 00	3 19 00	60 81	N. O.	No eligible list.
		16 00	19-18-0		L	No eligible list.
annderer		3	1 2 8	£11-10	I	No eligible list.
		2 2 2	8 6 7	2	1	No eligible list.
		8	9		C	_
		2 2 2 3 3	֚֓֞֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓	ĵ Ŝ	C	No eligible
		38	3	; ,	2	No eligible
		38	3	ع ز	c	
Tompdage		3 5	3.1	11. 10		
iress	and the second s	28				No oligible list
Attendant		88				
Attendant		83		3 3		NO CIRCIDA LIBE.
		8 7 7				No eligible list.
		83	201-20		: ::	No eligible list.
Attendant		8 %				No eligible list.
		110				

No. ellegibe list. Richard List. Richard List. No. eligibe list.	Egipbe list. No eligibe list. No eligibe list. No eligibe list. No eligibe list. Eligibe list. Eligibe list. Eligibe list. No eligibe list. No eligibe list. No eligibe list. No eligibe list. No eligibe list. No eligibe list. No eligibe list. No eligibe list. No eligibe list. No eligibe list. No eligibe list. No eligibe list.
NAHNAHNNANNNNNNNNNNNNNNNNNNNNNNNNNNNNN	NAHENDHARAHARA
+ 199 9 1 1499 1499 19 19 19 19 19 19 19 19 19 19 19 19 1	2 - 2 - 0 - 0 - 1 - 1 - 0 - 0 - 1 - 1 - 0 - 0
######################################	982888888888888888888888888888888888888
	ttendant ttendant iight watch iight watch iight watch iight watch iight watch iight watch ttendant ttendant ttendant ttendant ttendant ttendant ttendant ttendant ttendant ttendant ttendant ttendant ttendant ttendant
THE PARTY OF THE PERTY P	
Marquent, Morato, Martin, Pora Matherson, A. W. Matherson, A. W. Matherson, A. W. Martin, D. M. Martin, D. M. Martin, D. M. Martin, M. M. M. M. M. M. M. M. M. M. M. M. M.	Morrison, J. O. O. O. O. O. O. O. O. O. O. O. O. O.

Appoin	tments, Promotions, Transfers, Reinstatemen
Remarks.	No eligible list. No eligible list.
Class.	NEXCONNAINANNONAISCONNEX
Date, if service ended.	2
Date.	
Monthly Salary.	%##%##################################
Position.	Attendant Attendant Attendant Attendant Fireman Fireman Fireman Fireman Attendant
Name.	Nelson, J. P. Nelson, Peter. Neubert, E. Neubuhr, F. Northeutt, C. Northeutt, D. Northeutt, E. W. Northeutt, E. W. Northeutt, E. W. Northeutt, B. W. O'Dell, Martha O'Hern, Jennie O'Hern, Jennie O'Hern, Jennie O'Hern, Arnie O'Hern, Arnie O'Hern, Arnie O'Hern, Grace O'H

Manual M	The state of the s	Tonober /	Property of the property of the property of the party of	90 00	00 0 00	1 10- 6-00		No eligible list.
Attendant Attend	FROM. IN	Attendant		30 00	00-81-0		N. O.	No eligible list.
Attendant Attend	BOIL Mary	Attendant		00 00	8-17-00		N. O	No eligible list.
Attendant Attend	Bon. O. W	Laundress		16 00	80-11-08	100		No eligible list.
Attendant Attend	rson. Wm	Transmin		88	10-1-01	00 00		No engible list.
Attendant Attend	M M	Attende		00 09	80-00-0	1		Eligible list.
Attendant Attend	***************************************	Autendant.	**************************************	60 15	20-00-00	1-6-0	N. C	No eligible list.
Attendant Attend	ps. Frank L	Attendant		25 00	200	10 23 00	N. O	No eligible list.
Attendant	98, J. R.	Night wat	db	28 00	1-25-10	5-6-10	N.O.	No eligible list.
Attendant Attend	iner. F.	Attendant		00 08	0 01 /18	00 00 0	0 2	No ollothio het
Attendant Attend	bor 12 A	Attendant		95 00	1 90 00	200		No. of the line
Attendant Attend		Ashondon	***************************************	300	200		:	No eligible list.
Attendant Attend	II. W. H.	Attendant	***************************************	27 00	10-1-11	00-00-00	N. C	No eligible list.
Attendant Attend	ell, Ira J	Attendant		25 00	2-10-00		N. C.	No eligible list.
Attendant Attend	John	Attendant		95 0)	A 180 10		0 2	No elicible list
Attendant Attend	Nellio	Attendant		00 00	00 00			No olimital line
Attendant Attend	Mall of the state	Attendant	T	20 00		***************************************		No engine list.
Attendant Attend	to the state of th	Attendant		20 00	I SEL	80-01-0	N. C	No engible list.
Attendant Attend	tly, Stella	Attendant		20 00	01-8-10	***********	N. O	No eligible list.
Attendant Attend	k, H. B.	Attendant	The state of the s	30 00	1- 9-09	2 2	N. O.	Eligible list.
Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Se So So So So So So So So So So So So So	n, Ethel.	Attendant		8	1 8 0	13 3	Z	No eligible list.
Attendant Attend	n. Lena	Attendant		8	2	2	2	No eligible liet
Attendant Attend	Thos	Attendent		3 8	3 8	38	-	No official list.
Attendant Attendant Attendant Attendant Attendant Attendant Attendant Som 11—24—06 5—13—00 N. O. Attendant	The Tilder	Attendant		3 8		3		NO eligible list.
Attendant Attend	FIRS A	Attendant		8	01-12-1		o	No eligible list.
Attendant Attendant S	sdale, F	Attendant		8	8	13 68	N. O.	No eligible list.
Attendant Atte	Florence	Attendant		8 8	11-24-08	01-8-7	N.O.	No eligible list.
Jaundress Januariess Januaries Ja	nussen. Myrtle.	Attendant		90	101	9	2	No eligible list
New National Color New York	lesburger, Eliz.	Laundress		16 00	8			No eligible list.
Attendant	Florence	Seamstress		16	֭֭֭֭֓֞֝֞֞֞֞֝֟֟֝֟֝֞֝֟֟֝֟֝֟֟֝֟֝֟֝֟֝֟֝֟֝֟֝֟֝	ع ا ا	-	No elfothe list
Attendant Laundress Laundress Attendant	Florence	Attendant		5	11-9/4	_	2	No eligible list
Laundress	ands Anna	Attendant		38	10	:-		No oligible list:
Attendant Attend	nond Cladus	Tannahogo		3 2	200	_		No cugalora rist.
Attendant Attend	indian diadage	Attendant		3 8	3	_		NO PHISTOR TISE.
Attendant Attend	•	Tricingant		33		_		No eligible list.
Attendant Attend	an, 1. J.	Attendant	3	3	1 1	_:	o.	No eligible list.
Attendant 25 07 10 - 8-08 N. C. Attendant 27 08 10 - 7-09 12 - 4-09 N. C. N. C. Attendant 27 08 12 - 13 - 08 12 - 13 - 08 N. C. N. C. Attendant 27 08 12 - 13 - 08 N. C. N. C. Attendant 28 08 - 12 - 08 N. C. N. C. Attendant 28 08 - 27 - 07 N. C. N. C. Attendant 28 08 C - 16 - 10 N. C. N. C. Attendant 28 08 C - 16 - 10 N. C. N. C. Attendant 27 08 10 - 8 - 08 N. C. N. C. Attendant 27 08 10 - 8 - 08 N. C. N. C. Attendant 27 08 10 - 8 - 08 N. C. N. C. Attendant 27 08 10 - 8 - 08 N. C. N. C. Attendant 27 08 10 - 8 - 08 N. C. N. C. Attendant 27 08 10 - 8 - 08 N. C. N. C. Attendant 27 08 10 - 8 - 08 N. C. N. C. Attendant 28 08 10 - 27 - 08 N. C. N. C.	don, John J	Attendant		ខ	100	_:	o.z	No eligible list.
Attendant Attend	. Harley	Attendant		2	8 9	_ :	2	No eligible list.
Attendant 20 00 12-13-06 12-21-06 N.C. Attendant 25 00 11-27-06 1-29-06 N.C. Attendant 25 00 11-27-06 1-29-06 N.C. Attendant 26 00 6-26-06 N.C. Launchress 26 00 6-26-07 2-1-09 N.C. Attendant 25 00 6-16-10 N.C. Attendant 25 00 10-27-06 N.C. Attendant 27 00 10-27-06 N.C. Attendant 27 00 10-27-06 N.C. Attendant 27 00 10-8-06 N.C.	J. H.	anant		27 00	101	Ξ	2	No eligible list.
Attendant 25.00 11-27-09 1-23-10 N. C. Attendant 30.00 8-22-04 1-23-10 N. C. Attendant 30.00 8-27-07 1-1-06 N. C. Attendant 25.00 8-27-09 N. C. N. C. Attendant 25.00 8-30-06 8-8-09 N. C. Attendant 27.00 10-8-08 8-8-09 N. C.	Sarab	Attendant		20 00	13-13-13	_	2	Eligible list.
Attendant 80 00 6-28-08 9-8-08 N. C Attendant 80 00 6-18-17 2-1-09 N. C Lamurless 16 00 6-16-10 I. C I. C Attendant 25 00 6-16-10 6-30-10 N. C Attendant 25 00 10-27-08 3-8-09 N. C Attendant 27 00 10-8-10 6-10 N. C Attendant 27 00 10-8-10 6-10 N. C Attendant 27 00 10-8-10 6-10 N. C	r. Scott	Attendant		22 00	11-31-8	•	2	No oligible list
Attendant 30 00 8-27-07 3-1-08 N. C Laundress Attendant B. C B.	olds F	Michelant		8	8	_	:	No olfathle liet
Laundress Laundress M. C. Mitendant Mite	File	Attendant		38	3 5	98		No oligible list.
Attendant Attend	Internation T	I minimized		2 2		8 1 1,		No eligible list.
Attendant Attend	arrie L	L'attillitess		99			T	NO eligible list.
Attendant Attendant M. C. Attendant M. C. Attendant M. C.	irds, Neille	Attendant.		8	0 - 10 - 10		Z. C	No eligible list.
L. Attendant 25 00 10—27—08 N. C. Attendant 27 00 10—8—10 N. C. N. C. N. Mitchant 27 00 10—8—10 N. C.	rdson, F. B.	Attendant		23	98 SS SS	20-8-2	Z Z	No eligible list.
Atten lant	ington. L	Attendant		8 8	10 - 31 - 08		C	No eligible list.
Attendant N. C. 12-8-08 1 2 2 0 0 12-8-08 1 2 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Harley	Atten lant		27 8	10-8-10	<u>[</u>]	C	No eligible list.
S to see the see of th	Wm.	Attendant		8	10 10			No ellothia list.
		Miterialini		8	2	,	:	V. olicible liet

Annaistments Promotions Transfers Reinstateme

<u> </u>	ments, Promotions, Transfe rs, Reinstatem ————————————————————————————————————
Remarks.	No eligibe list. No eligibe list.
Class.	C CCCCCCC CCCCCCC CCCCCCCCCCCCCCCCCCCC
Date, if service ended.	2
Date.	10 - 5 - 6 - 6 - 6 - 6 - 6 - 6 - 6 - 6 - 6
Monthly Salary.	######################################
Position.	Attendant Attendant Attendant Attendant Attendant Laundress Night watch Attendant Atte
Name.	Robbins, Alice Rockrist, J. Rockwell, L. K. Rockwell, L. K. Bockwell, L. R. Rothlesberg, Eliz. Rothlesberg, Eliz. Rothlesberg, Eliz. Ruby, A. M. Rumary, R. Rumary, R. Russell, H. J. Rannery, R. Salefsky, Hattle. Sampley, C. C. Sampley, C. C. Sampley, C. C. Sampley, C. C. Sampley, C. C. Sampley, C. C. Sampley, C. C. Sampley, C. C. Saplesfer, F. Scheffer, C. Schemer, Elec. Schemer, Rien. Schemer, R. S

No eligible list.	No eligible list.	No eligible list.	No eligible list.	No eligible list.	No eligible list.	No official liet	No eligible list.	No engible list.	No eligible liet	No eligible list	No eligible list	No eligible list.	No eligible list.	No eligible list.	No eligible list.	No eligible list.	No cligible list.	No eligible list.	Eligible list.	No eligible list.	No eligible list.	No eligible list.	No eligible list.	No eligible list.	No elikible list.	No eligible list.	No eligible list.	No eligible list.	No eligible list.									
0) Z													r		N. O.	N. O.	0	L			: : :) ;		Z	O	0		2	O	L	Z. G.		12		Z. O.	X. O
			89	1-67-10	3		,	1	3 9	01-01			8	3-1-10	$\frac{3-}{1-10}$		3-2-10	3-27-10	0 - 5	113			5				116	80		٤	3-11-10	nt service.					; ;	
30			1000	8		0 - 21 - 3) i				9		6	12 - 25 CO	13-23-03	13-13-6	2 3 20	13-16-00	9	000	7-16-08	2 - 12 - 23	28		200		2	10 1 18	173		9	Intermitte	12-32-08	1	21 - 2		11-2-08	01-08-
66	88	8 6 8	88	5	88	38	38	S 8	38	38	38	38	8	24 03	8	- 8 9:	8	8	8	81	60 03	666	33	88	3 E	38	8	80	8 8 8	36	8	2 00d	20	88	38	38	9.	8
Attendant	Attendant assistant.	Attendant	Assistant plumbei.	Attendant	Attendant	Attendant	Attendant	Attendant	Laborer	Attendant	A A A A A A A A A A A A A A A A A A A	Attendant	Attendant	Attendent	Barber	Attendant	Attendant	Attendant	Painter	Laundryman	Attendant	Attendent	Attendant	Attendant	Attendant	Teamster	Attendant	Teacher	Attendant	Attendant	Attendant	Mason assistant.	Attendant	Night watch	Teamster	Attendant	Attendant	Attendant
Smith, H.	Smith, John.	Smith, Maud	Smith, Norman	Smith, O. J	Smoot, Anna	Snyder, Bessie	Sorenson, Chas.	Spanberg, H	Stalle, Wm	Stanley, Ella	Stanley, Frank	Stone, H	Strange Ambrose	Strange, Anna	Strange, Elard	Striken, L. L.	Striken, L. L.	Striken, Inez M	Strobash, Fred	Stryken, H	Sullivan, A	Sund, Christine	Sweeney, G	Terhune, E. R.		Thaden, Oscar	Thomas K	Thomas, M.	Thomas, Mrs	Thomas, Mrs	Thomason Tohn M	Thompson, Ole	Torrey, M.	Tracy, Iva	Trepish, Otto	Trevitt, Louis E	Turner, Belle	Tweedy, S. B.

Appointments, Promotions, Transfers, Reinstatemen

	<u></u>	<u> </u>
	Benarks.	No eligible list. No eligible list.
	Class.	SOCO COOS COOCO COCOCO
nonnea.	Date, if service ended.	10-28-68-68-68-68-68-68-68-68-68-68-68-68-68
TI SALVE CO	Date.	### ### ##############################
OR THE	Monthly Salary.	88888888888888888888888888888888888888
SIALE HOSTIAL FOR THE INSANG-VORMING	Position.	Cook Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Night watch Night watch Night watch Attendant Plumber assistant Plumber assistant Plumber assistant Attendant
	Name.	Ulrich, M. Vannic, Chas. Van Hewen, A. Van Seggern, Emma. Verhagen, W. Verhagen, W. Verhagen, W. Veptiruetz, Alma Vopalensky, T. Wagner, A. W. Waller, Daisy Warthan, Susie Warthan, Susie Warthan, Susie Warthan, Susie Warthan, E. L. Weicker, E. Weil, H. Weicker, E. Weil, H. While, H. Whalen, C. Whalen, C. Whalen, C. Whalen, C. Whalen, C. Whalen, C. Whalen, C. Whalen, C. Whalen, C. Whalen, C. Whalen, C. Whalen, C. Whalen, C. Whalen, C. Whalen, C. Whalen, L.

STATE HOSPITAL FOR THE INSANE-Continued.

No cligible list. Corresponding to the composition of the composition of the composition of the corresponding to t		No eligible list. No eligible list.
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	CHILDREN.	12-18-06 11-18-19-19 12-24-08 11-18-10 12-24-08 11-18-10 11-18-18-10 11-18-10 11-18-10 11-18-10 11-18-10 11-18-10 11-18-10 11-18-10 11-18-10 11-18-10 11-18-10 11-18-10 11-18-10 11-18-10 11-18-
25 25 25 25 25 25 25 25 25 25 25 25 25 2	R DEPENDENT	15 30 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Crough seasitinii 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	STATE PUBLIC SCHOOL FOR DEPENDENT CHILDREN.	Matron's assistant Landress Night nurse Matron's assistant Matron's assistant Leaundress Nurse Coutage girl Cottage girl Nurse Cottage girl Matron's assistant Matron's assistant Matron's assistant Matron's assistant Matron's hoper Matron Ma
Wilson, A. Wilson, Breen, Breen, Breen, Breen, Wast, H. L. Wast, H. L. Wast, H. L. Wast, H. L. Wast, H. L. Wast, H. C. Zeet, Geo. Zeet, H. O.	Albert A. Alien. Garde Allen. Grace Allen. Grace Allen. Grace Allson. S. Awig, Tena Awig, Tena Awig, Tena Awig, Tena Awig, Tena Awig, Tena Awig, Tena Awig, Tena Awig, Tena Awig, Tena Awig, Tena Awig, Tena Bacho, Nora Bach, Alice Beebe, Alice Beebe, Alice Beebe, Alice Beebe, Alice Beebe, Alice Bensel, Martha Berkholiz, Anna Berkholiz, Anna Borchers, H. Borchers, H. Borchers, H. Borchers, H. Borchers, H. Borchers, H. Borchers, H. Borchers, H. Borchers, H. Borchers, H. Borchers, H. Borchers, H. Borchers, H. Borchers, H. Borchers, H. Borchers, H. Bradley, Annie Bradley, Ruth. Bright, F. J. B. Bright, F. J. B. Brooks, Mary Chaplin, Irene.	

Appointments, Promotions, Transfers, Reinstatements, etc.

1	1
Bemarks.	Eligible list. No eligible list. On eligible list. Eligible list. On eligible list. On eligible list.
Class.	00444444644464646444444466666
Date, if service ended.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Date	
Monthly Salary.	######################################
Position.	Farm superintendent Matron Laundrees Chambermald Matron's assistant Nurse Cook Cook Cook Cook Cook Cook Cook Coo
Name.	Clark, H. L. Clark, Mrs. Cobourn, Rath. Corson, Paul. Corson, Teal. Corson, Teal. Davis, M. Davis, W. Davis, F. Davis, F. Davis, F. Davis, P. Davis, P. Davis, P. Davis, P. Davis, P. Davis, P. Davis, P. Davis, P. Davis, P. Davis, P. Davis, P. Davis, P. Davis, P. Davis, P. Davis, P. Davis, P. Davis, P. E. Edwards, Char, Fetting, R. Fetting, R

No eligible list. No eligible list. No eligible list.	Original employe. No eligible list.	No eligible list.	No eligible list.		No eligible list.	No eligible list.	No eligible list.	No eligible list.	No eligible list.	No eligible list.	No eligible list.	No eligible list.	;	No eligible list.	engribie	eligible	eligible	eligible	cligible	No eligible list.	eligible	eligible	eligible		No eligible list.	No eligible list.	No eligible list.	Original employe.	No eligible list.	No eligible list.	No eligible list.	NO CHENCE HAVE
H 10H	770	54			_	-	_	٠.		-10) ₁	L	$\mathbf{L}_{\mathbf{L}}$	Ţ	- T	11	L	Ţ	J.L	1	: · .		_		_	~	_	, o	oʻ	0		
3-1;-10 5-1;-09 5-6,-09 8-81-09				1-31-10		\$ 1-10			2-11-08	8		12-23-09	1 - 31 - 10			6-22-10	10-1-08		```	1 1 08									8 8 8	01-0-73	18-16-08	
10 10 10 10 10 10 10 10 10 10 10 10 10 1	200			20-4-03	11-1-08	12 1 -03		01	1-13-08	11-24-0		11 - 1 - 00	11-1-00	9-1-0		3-31-10	2-6-08	و و ا	01-21-2		1-1-00	81.	1 2 2	1 1 8	11-11-38				8 8 1.	1111	200 200 200 200 200 200 200 200 200 200	
110000	888	38	88	8	88	38	85	28	3	88	38	8	S	88	38	8	8	8	82	36	6	88	38	ಜ	88	32	8	8	88	88	88	3
Cottage girl Nurse Teacher Dining room girl	Night watch Driver	Farmer's helper	Day nurse	Stenographer	Matron	Nurse	Matron	Laundress	Matron's assistant.	Nurse	Nurse	Cottage girl.	Cook	Cottage girl	Matron's agsistant	Nurse	Matron assistant	Nurse	Nurse	Matron's assistant	Matron's assistant	Nurse	Teacher	State agent	Matron	Matron & masistant	Laundress	Matron	Teacher	Matron	Nurse	
Heath, Blanch. Heinze, Thresy. Hiller, Ethel. Hilton, O.	Hoffman, Carl	Hoffman, Grace	Hopkins, Deva	Hubbard, Ella	Huebing, Eliz	Jensen, Lettie	Jessey, Addie	Johnson, Clara	Johnson, O.	Johnson, Tillie.	Kandy Edna	Kast, Katherine	Kast, Mary.	Kast, Mary	Keizer, Z.	Keizer, Z	Kelley. T.	Kerze, Z.	Krenzla, Lillinn	King, Lena	Kriffer, Anna	Kuplic, Anna	Klyl, Hattle.	Loomis, Elsie M	Lovell, A	Karx, C	Mark, Mark	Masters, M.	McArthur, L.	degowal, Nessie	Merrifleld. A.	Alckei, m

Appointments, Promotions, Transfers, Reinstatements, etc.

_	<i>Appoin</i> I	
	Bemarks.	Original employe. No eligible list.
ntinued.	Olass.	o억척中中o႖中中o억억억억寸+pooq寸qo억덕각막
DREN-Coi	Date, if service ended.	11. 5. 6. 6. 6. 6. 6. 6. 6. 6. 6. 6. 6. 6. 6.
ENT OHIL	Date.	### ### ### ### #### #################
R DEPEND	Monthly Salary.	######################################
STATE PUBLIC SOHOOL FOR DEPENDENT CHILDREN—Continued	Position.	Matron sasistant Matron's assistant Matron's assistant Laundress Treacher Matron sasistant Matron Matron Cottage Girl Tranneres Cottage Girl Tranneres Cottage girl Tranneres Cottage girl Tranneres Cottage girl Matron Ma
	Name.	Mitchell, Helen Moore, Anna Morgen, Anna Morgen, Anna Munch, Helen Nicholson, E. Nicholson, E. Nicholson, E. Nicholson, E. Nicholson, E. Nicholson, E. Nicholson, E. Nicholson, E. Nicholson, E. Nicholson, E. Nicholson, E. Nicholson, E. Perret, Alta Perret, Alta Purdy, A. Purdy, A. Ranum, U. Ranum, H. E.

		•
Ordinal employe. No eligible list. No eligible lust.		No elgible Bst. No elgible Bst.
0+ 111111111111111111111111111111111111	. -	11111111111110000 1
70 - 13 - 20 - 20 - 20 - 20 - 20 - 20 - 20 - 2		11
	ITABIUM.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
838148864884	OSIS SAN	8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8
Matron Mile Tittering ton, Suan Tittering ton, Suan Tittering ton, Suan Uley, Geo. Uley, Mary Uley, Geo. Uley, Mary Walter, One Bucker, O. C. Walter, One Bucker, O. C. Walter, One Bucker, O. C. Walter, One Bucker, O. C. Walter, O. Walter, O. C. Walter, O. Walter, O. C. Walter, C. W. Walter		Anterson, Cora Landeres Ayers, Frank. Orderly Ayers, Frank. Orderly Ayers, Frank. Orderly Ayers, Frank. Laborer Baumann, Rose. Laborer Baumgariner, R. Landeres Baumgariner, R. Landeres Baylis, Es. General work Baylis, Es. General work Bergholiz, Edw. Fireman Blunt, Lucy. Vouse Bottoms, J. Cook. Bottoms, J. Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer

	Class. Remarks.	L. No eligibe list. L. No eligibe list.
tlnued.	Date, if service ended.	9-66-08 10-21-09 4-1-09 11-1:-03 7-21-08 8-31-0 8-31-0 8-17-08 1:-31-08 9-17-08
RIUM-Con	Date.	
IS SANITA	Monthly Salary.	8 1188888871444444488887188448888841 11888888744444444488888448888888888
TUBERCULOSIS SANITARIUM—Continued	Position.	Laborer Seamstress Laundryman Laborer Fireman
	Name.	Bowen, M. Bowen, M. Buck, O. Buck, O. Burkholtz, Ed. Campbell, J. Castagna, I. Coon, Roy. Cornish, Belle Davis, A. Davis, A. Davis, B. Davis, B. Davis, B. Bulla, B. Eralla, G. Eralla, John Franklin, F. Franklin, F. Franklin, F. Franklin, F. Franklin, F. Franklin, B. Franklin, P. Franklin, P. Franklin, P. Franklin, B. Franklin, F. Franklin,

	Temporary.		
ble list. ble list. ble list.	16 118t. 16 118t. 16 118t. 16 118t. 16 118t. 16 118t. 16 118t.		ole list. ole list. list.
No elgible list. No elgible list. No elgible list. No elgible list. No elgible list. No elgible list. No elgible list. No elgible list. No elgible list. No elgible list. No elgible list. No elgible list. No elgible list. No elgible list. No elgible list. No elgible list. No elgible list. No elgible list. No elgible list. No elgible list.	No elgible in No	No ciggbe list No ciggbe list	No eligible No eligible Eligible list
70044440A4444		77700471717101 8 0707	1010
2 14 10 2 14 10 2 14 10 2 14 10 2 17 10 2 10 2 10 2 10 2 10 2 10 2 10 2 10 2	9-3-8-8-8-8-8-8-8-8-8-8-8-8-8-8-8-8-8-8-	12-13-13-13-13-13-13-13-13-13-13-13-13-13-	4 - 8 - 03 11 - 21 - 09
2 - 1 - 1 - 2 - 2 - 2 - 2 - 2 - 2 - 2 -		2	2 - 2 - 3 - 3 - 3 - 3 - 3 - 3 - 3 - 3 -
888888888888888888888888888888888888888	88888888	and the second s	818
888747847877888			
_	822238332 3232	2,18811131111188883188 2,188111311111888831188	1 21 18 578
Realistices Nurse Object cook Laborer Laborer Teamster Teamster Teamster Murse Laborer Laborer Assistant cook Assistant cook		Assistant cook Assistant cook Assistant cook Laundres 20 00 12 20	Storekoner. 22% Laborer 22% Fireman 55%

TUBERCULOSIS SANITARIUM-Continued.

Lppoin	ntments, Promotions, Transfers, Reinstatements,
Benarks.	No eligibe list. Eligibe list. No eligibe list.
Class.	
Date, if service ended.	1
Da:e.	
Monthly	88888888888888888888888888888888888888
Position.	Assistant took Waitress This cuginer Laundress Steward Nurse Nurse Nurse Laborer Physician Physician Ordelry Ordelry Waitress Laborer
Name.	Retchman, A. Rowland, Adeline Schott, C. A. Schott, C. A. Schott, T. Schoen, T. Schore, I. Schowler, E. Schwite, E. Schwith, P. Schunke, Ella Smith, P. Schunke, Ella Smith, P. Schunke, Ella Smith, R. Schunke, Ella Smith, R. Schunke, Ella Schunke, Ella Schunke, Ella Schunke, Ella Schunke, Ella Schunke, F. Schunke, P. Stebbins, Chas. J

Appointments, Promotions, Transfers, Reinstatements, etc.

albers, A. T.	Foreman	8	100		0	No eligible list.
Andrews, Rev. O. J.	Chaplain Xardman	\$ 2 E	888	ļ	N.	No eligible list.
P. L	Keeper	8	O	12- 3-00	0	
Senson, Mrs. G. A.	Matron assistant	88		25		No eligible list.
Property I To	Dheefoles	35	38	1		Engiole list.
trobler E	Distance soom edel			1 6	·	Unginal employe.
Suckacy, London	Charles and Buttern	38]]	3 5	-	No english nat.
7. L. D.	Metwon's sesses and	3 8	38	3		Englose list.
The short of the	Carred a assistant	38	1 2		1	No cugion inst.
better d. Free.	Digno	38	38	3	:	Euglible list.
unigh, E.	Weeper	38	3		:	Kligible list.
Jani, Chas. J.	Guard Diagram	8			:	Eligible list.
Mindsey, W	Neeper	3	Ì		:::	No eligible list.
be Vos. Allie,	Organist	50c hr.	12 12 13 14 15 15 15 15 15 15 15 15 15 15 15 15 15		Ex	Original employe.
Dowling, S. J.	Chaplain	99 92	3		Ex	
Jarl	Guard	8	01-18-10		C	Flightle Hat
Carleborous W	Rand	3 2	2			Me allelble Ret
4 5	Vocaca	38	2 5		:	NO CHEIDIG HEE.
Jeorge Tr W.		3 8	2:		:	No engible list.
	_	6	11-6-7		::::	Eligible list.
n. J	_	38		8 1,	0	No eligible list.
r, B. B	-	 8 Q	0 1 1		0	Fligible list.
Lawrence, Adam	_	90	3		U	No elicible list
еу. С. Н.		8	2		C	Original employe
I uua	_	3	2		Ç	Ne officials hat
	Vactor	38	38			No chighole list,
T 1000		3 8				No eligible list.
	_	3		-	:	No eligible list.
erg. J	_	25		8		Eligible list.
K. P.	_	8			0	Eligible list.
ngly, J. P		88			Ģ	Eligible list.
ov. F. A	_	8	101	3	0	Original employe.
McFlrov. F. A	_	25	1,18		C	No eligible list. Reinstated
Henry	_	8	9	٩	C	No ellethie list
Moonk Frank	pased	25.	ا ا	:	-	No elicible list
Willor H	Lanna	5 5	3	0.0		Original amplose
-	5 2	38	19			No oliginal employe.
Wills,	٠,	38		3		District Net
	١	2		3		Eligible list.
rski, T. K	٠		S 1		÷	
оп. Г	-	8	1	`	0	No eligible list. Promoted.
on, L	Night captain	8	100	`	0	No eligible list.
one, C. A		88		12 12		No eligible list.
Rockhill, W. F.	Farm superintendent	8			C	Eligible list.
Saxton A H	Locust	8	8			We allested West
			ļ			A PHOTOTO HEL

/IBCONBIN STATE PRISON.

Appointments, Promotions, Transfers, Reinstatements,

_		ments, Promotions	, 1 ran	ssers, Reinslatements,
•	Remarks.	Eligible list. Eligible list. Eligible list. Eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list.		Emergency. Eligible list. Eligible list. Student. Student. Student. Student. Eligible list. Temporary.
	Class.	000000000		HONNEN HONOOH,
ned.	Date, if service ended.	7-08 - 1-09 - 1-09 0. E. 12-14-10 0. E. 12-1-00 - 1-00 - 1-00		Sept.
ON—Contin	Dute.	8-7-08 10-5-09 10-5-09 12-1-09 0. E 1-1-09 1-1-09 8-1-09 8-1-09 8-1-09		86 pt. 1 pt.
ATE PRIS	Monthly Salary	888888 88888 88888 8888 8888 8888 8888 8888	UNIVERSITY	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
WISCONSIN STATE PRISON—Continued	Position.	Guard Guard Keeper Keeper Physician Guard Carpenter Assistant Guard Physician Keeper Assistant matron	KD	Thresher Laborer Laborer Clerk Clerk Herbarium work Herbarium work Clerk Clerk Clerk Clerk Clerk Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer
	Name.	Seeley, H. Seeley, H. Serley, H. Serster, Dr. L. Sinth, J. D. Sinth, J. D. Stack, Geo. Tichnor, Wm. Yiel, A. Weaver, Dr. L. A. Young, E. L.		Abrahamson, O. Acker, John Acker, John Adams, Ellen Adams, Florence Adams, Florence Adams, Florence Alberg, Athur Albers, Wm. Akrander, J. Allen, G. Abmeyer, E. O. Abmeyer, E. O. Anderson, G. Anderson, G. Anderson, G.

щ	рогт			• 16	,		-		tio		·, —		u i	nsj		۰۵,			ns —			<i>'''</i>	676 —	•3	,	et(·.
Temporary and intermittent. No eligible list. Student.	Student. Student. No eligible list. One day.	Student. Student	Student.	Engiole het. No eligible list.	No eligible list.	No eligible list. Student. Temporary.		Student. Temporary.	Temporary.	Temporary.	Eligible list.	Student	Eligible list. Student	No eligible list.	Student.	Eligible list. Transferred to Li-	brary attendant.	Eligible list.	Reinstated.	No eligible list.	Temporary.	Reinstated.	No eligible list.	Student.	Eligible list.	No eligible list.	Kinglible list.
거거뛅	MM-1	Ex	Ä,	00	L	1	EX.	1	H C	1	0	K	T	11	Ex	0	j.	0	-10	-	-i	ic	1		-		1-16
11-17-08	0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			01-4-1							101	3	0/7/-1	11	•	9-8-10			:	:	6						12-31-08
88 89 99 10 10 10 10 10 10 10 10 10 10 10 10 10	5 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	100	3		97-98-18	01-13	3-16-10	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	01-01-01-01-01-01-01-01-01-01-01-01-01-0	11-9-0	2 - 38 - 10	101	2 30 -10	88	8		18 - 3 - 0E	1.1	-	200			60-13-6	10 12 10	8	015	100
288 288 288 288 288 288 288 288 288 288	666	28	8	35	ĕ	88	S.	783	200	8	18 81 28	8	5 5)W	%21 CT	88	88	ź	8	88	383	15h	2 2 2 2 2 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3	900 c	0.0 8	17 45	12	E E E
Waltress Laborer Laborer		Ogrpenter	Piano	Assistant shepherd	Laborer	Laborer	Assistant	Assistant	Laborer	Dravman	Clerk	Assistant	Waitress	Assistant Laborer	Assistant	Laborer		Parmer	Labor	Laborer	Charwoman	Farmer	Teamster	Student	Waitress	Laborer	Laborer Charwoman
Armstrong, W	Atkinson, Ruth	Austin, E	Ayer, Mary	us, F. G	Balrd, W. L	Barker, W. J.	Borland, A. A	Barney, W	Bartholemew, F	Bartholomew, R. P	Bassler, John	Baumgartner. W	Beck, Ethel	Beeroft, A. B	Benson, G. A	Bergstein, Ernest.	Derigan, to decen	Berssenbrugge, M. B.		Benick, W. M.	Biesker. A	Bigelow, R	Billie, C.	Birchard, Ralph R	Blackburn, Clar	Blair, E. T.	Blake, Mrs.

Appointments, Promotions, Transfers, Reinstateme

_	Appoint ———	ments, Promotions, Transfers, Reinsidieme
	Bemarks.	Student. No eligible list. No eligible list. No eligible list. No eligible list. Eligible list. Eligible list. Eligible list. Student. Student. No eligible list. Student. No eligible list. No eligible list. Student. No eligible list. Student. No eligible list. Eligible list. No eligible list. Eligible list. No eligible list. Eligible list. Student. No eligible list. No eligible list. Student. Student. Student. Student. Student. Student. Student. Student.
	Olass.	ઌૣૻૺ૽૽૽૽૽૽૽૽ઌઌઌૣઌઌઌૣઌૻઌ૽ઌૣઌઌઌઌઌઌ ઌઌઌઌઌઌઌઌઌઌઌ
	Date, if service enced	6-1-6-6-6-6-6-6-6-6-6-6-6-6-6-6-6-6-6-6
tinued.	Dete.	### ### ##############################
UNIVERSITY—Continued.	Monthly Sulary	
UNIVER	Position.	Assistant Waitrees special Waitrees Waitrees Dishwasher Janitor Laborer Janitor Houseman Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Ausorer Stenographer Stenographer Stenographer Stenographer Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Stenographer Janitor
	Name.	Blankengel, F. E. Blankenhein, E. Blankenhein, E. Blankenhein, Lottle. Blizzard, Beile. Blumenstein, A. Blumenstein, W. Blumenstein, W. Blumenstein, W. Boute, A. P. Bolt, Walter Bondl, J. Boyle, W. F. Bradee, F. Bradee, F. Bradee, F. Bradee, Anna Brettenbach, Anna

	1 month.	
Figure 19 to the control of the cont	Btudent. Eligible list. Eligible list. Tengrorary. Tengrorary. Student. Student. Eligible list. No eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Student. Eligible list. Eligible list. Student. Eligible list. Eligible list. Student. Tengrole list. Eligible list. Student. Tengrole list. Student. Temporary. On eligible list.	No eligible list.
40-12-00-12-01 2	*限斗士よりより報告ようのようなよなななのののないよ数をひせの	- i
	12 11 12 12 12 12 12 12 12 12 12 12 12 1	
2		3—16—10
888 8 - 8 8 4848448944898	84444	40°
		-:
Assistant cook Charvonan Charvonan Charvonan Charvonan Charvonan Assistant Assistant Laboret Laboret Expert noultry	Bust, Alired Buster, Mr. Buster, Mr. Butler	Blacksmith

Appointments, Promotions, Transfers, Reinstatement

	Remarks.	No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list. Student. Eligible list. Eligible list. Eligible list. Temporary. No eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Student. Eligible list. Student. Eligible list. Eligible list. Eligible list. Student. Eligible list. No eligible list. Eligible list. Eligible list. No eligible list. Eligible list.
	Class.	4444444900400440990004904400899
	Date, if service ended.	8 - 7 - 1 - 1 - 1 - 2 - 2 - 1 - 1 - 2 - 2 - 2
nued.	Date	2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 -
UNIVERSITY—Continued	Monthly Salary	2
UNIVERS	Position.	Blacksmith Laborer Laborer Waltress Waltress Oharwoman Laborer Laborer Laborer Laborer Assistant Firewator boy Firewator boy Firewator boy Firewator boy Firewator boy Firewator boy Firewator boy Firewator boy Firewator boy Firewator boy Firewator boy Firewator boy Firewator boy Firewator boy Firewator boy Firewator boy Firewator boy Firewator boy Firewator dairy tests Supervisor dairy tests Laborer Laborer Carpenter Laborer Carpenter Laborer Carpenter Carpenter Supervisor dairy tests Assistant Laborer Carpenter Supervisor dairy tests Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant
,	Name.	Oberry, J. W. Obristie, A. Obristie, A. Obristie, A. Obristie, A. Obristopherson, Marie Church, Mrs. Olark, G. B. Olark, G. I. Olark, John H. Olerkin, P. Olerkin, P. Olerkin, P. Olferkin, Willie Clifcorn, H. Clifcorn, H. Clifcorn, H. Clifcorn, H. Clifcorn, H. Clifcorn, H. Clifcorn, H. Clifcorn, H. Clifcorn, H. Clifcorn, H. Clifcorn, H. Clifcorn, H. Clifcorn, H. Clifcorn, H. Clifcorn, H. Clifcorn, H. Coddington, B. L. Coddington, B. L. Coddington, B. L. Coddington, B. L. Coddington, P. P. Coddington, P. P. Coddington, P. P. Collman, P. M. Collman, P. M. Collman, P. M. Collman, P. M. Collman, P. M. Collman, P. M. Collman, P. M. Collman, P. M. Collman, P. M. Collman, P. M. Collman, P. W. Collman, P. W. Collman, P. W. Collman, P. W. Collman, P. W. Collman, P. W. Collman, M. W. Collman, P. W. Collman, M. W. Collman, M. W. Collman, M. W. Collman, M. W. Collman, M. W. Collman, M. W. Collman, M. W. Collman, M. W. Collman, W. W. Co

C	No eligible list. Temporary Temporary
3 00d 15 0	25 00 00 00 00 00 00 00 00 00 00 00 00 00
Supervisor dairy tests Treamster and team Assistant Waltress Clerk Treamster and team Treamster and team Treamster and team	Laborer Claborer Claborer Claborer Clerk Waitress, special Machinist special Machinist special Machinist special Machinist special Machinist special Machinist special Machinist special Assistant Laborer Charwoman Charwoman Charwoman Stenographer Helper Charwoman Charwator Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Clerk Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Clerk Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Stenographer Stenographer Stenographer
orther B. L. Crohler B. Crohler B. Crohler B. E. Coulver H. E. Coulver H. E. Countingels H. Countingels H. Countingels H. Countingels H. Countingels H. Countingels H. Countingels H. Countingels H. Countingels H. Countingels H. Countingels H. Countingels H. Crohler B. Crohler	Ournyn, John Ournan, John Ournan, John Ourtin, Hannan Ourtin, Margaret Ourtis, E. F. Ourtis, E. F. Ourtis, J. A. Dahlke, J. A. Dahmer, F. F. Dahlke, H. E. Dahle, H. E. Dale, Mriget Dale, Mriget Dale, Mriget Daly, R. E. Danck, H. Danck, J. Danck, H. Danck, J. Danck, J. Danck, J. Danck, J. Danck, J. Danck, J. Danck, J. Danck, J. Danck, J. Danck, J. Danck, J. Danck, J. Danck, J. Davis, Jennie

Appointments, Promotions, Transfers, Reinstatements, etc.

		•		Date, if		
Name.	Position.	Sniary	Lute	ended.	Olass.	Remarks.
Davis, Robt	Assistant Page	7.81	20 10 10 10 10 10 10 10 10 10 10 10 10 10		EX.	Student. Student.
	Assistant Cook	8 3 3 3			1	Student. No eligible list.
	Stenographer	3 5 6 7	100		¥0.	Student. Eligible list. Temporary.
	Stenographer Laborer	25	17-17-08	8	011	Eligible list. Temporary.
Diebold, Wm	Teamster	13 8 §	3-7-10		7 E	No eligible list.
Dierup, J. K.	Stenographer	100	80		X	Student.
Dittmar, W. J.	Assistant	1 000			Bx	Student.
Dittmar, W. J	Assistant	5	11-16-08	:	H.	Student.
Dodd, R. L.	Assistant	88			E.	Student.
Dodge, P. C.	Computor	8 8	8 3		M.	Student.
Dohr, Hugo.	Carpenter	88	10-16-00		0	Englore list.
Dolen, Fred	Carpenter	28. P. P. 1 - 84 - 10			Eligible list.	
Donlin, John	Japitor	- F	01-10	8 1,	ې د	No eligible list.
Doubler, Marg.	Assistant	1	1,12		Ä	Student.
Douck, Henry	Laborer	8:	10 12 00		11	Transferred.
Dreber, A. C.	State organizer	28			- i	Englose list.
٠.,	Supervisor dairy tests	Per diem.	12-17-08	: :	C	Eligible list.
Dreger, E. L.	Supervisor dairy tests	9 S	8-22-00	÷		Eligible list.
Dadgeon, S. B.	Supervisor dairy tests.	900g	00-12-0		E	Student.
Darke, John	Laborer Series Asian Asian	000	813	80 181 181	Ľ	Temporary.
Durbrow, H. M.	Supervisor dairy tests	200				Eligible list.
	Copylat	90 04	7-1-16	ا ا ا	0	Eligible list.
	Andstant	7.26	13-18-00		L	Temporary.
Section W		<u> </u>			Ex	Student.
		8:]]		-	No engible list.

Niudent. No eligible list. Sudent. Temporary. No eligible list.	Student. Eligible list. No eligible list. Fligible list. Title changed from stenog'her. Student. No eligible list.	Student Student No eligible list. Eligible list. Student. Temporary.	No eligible list. Temporary. Student. Temporary. Student.	Reinstated. Reinstated. Reinstated. Reinstated. No eligible list. No eligible list. No eligible list. No eligible list.	Highle list. Highle list. Filghe list. Filghe list. Student. No elghbe list. Emergency.	Student. No eligible list. Filigible list. Student. Filigible list. Student. Student
M TEMT	TOHOOMHIC	a a a a a a a a a a a a a a a a a a a	OHEOE	- TTETTT	400¥00¤	X L X L T
11-17-(6)	12 - 22 - 08	11-7-03 8-31-10 6-1-10				
8888			· · · · · · · ·			10 - 0 - 0 - 0 - 0 - 0 - 0 - 0 - 0 - 0 -
18 5 5 5 5	, 51355 988888 2488888	s ខត្តម្តីខ្មីខ្មីខ្មី	8 88 46 46 46 46 46 46 46 46 46 46 46 46 46	88 4 187 187 188 188 188 188 188 188 188 188	:8 86 2 4688	4 50 8 8 8 9 9 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8
Cappholder Capporer Caboorer Caboorer	Assenting Stemmittee Walters Stemmittee Walters Storecoom assistan Assistant Laborer and team	Olerk Assistant Laborer Jerk Assistant Assistant Assistant Clerk Student				
Financia Manda.	Haworth O. Friency, John Beter, Norman Ester, Norman Faber, W. E. Faber, A. E. Farley, A. E. Farley, A.	Farin, C. W. Farnham, F. J. Farragher, P. Fauerbach, Walter. Faulkes, Marie Fehlandt, E.	Fery, Lucian Fess, C Fieldhouse, M Finton, Edwin Firth, J. M.	Fisher, G. B. Fitzpatrick, F. Fitzpatrick, M. Fitzpatrick, M. Fitzpatrick, M. Fitcher, Al. Fletcher, Al.	Fiynn, Raymond Flynn, Raymond Foley, Neille Ford, Margaret Ford, Stella Ford, Stella Ford, Stella Ford, Marje	Foulkes, Marie Fowler, J. F. Fox. H. L. Frame, L. M. Frase, Louise Franzen, Ph. M.

Appointments, Promotions, Transfers, Reinstatemen

Name.	Position.	Monthly	Date.	Date, if service erded.	Class.	Remarks.
Fritz, C.	Laborer Assistant	766	11-15-09		L) E	Temporary.
	Charwoman	15h	•			Eligible list.
	Janitress	30 00	0.1	6-19-10	4.1	Eligible list.
Gauser, Pauline	Waitress Field organizer	114 190 190 190 190 190 190 190 190 190 190] []		Z C	Eligible list.
_	Waltress	28	1-17-10		14	No eligible list.
Gartman. H	Fireman	28 28	2-1-03	2-8-09	0	Eligible list.
Cella	Cook, assistant	88 121	6 23		1	No eligible list.
Gayton, O. F.	Draughtsman	us s	98	-	Ex	Student.
Georges Robt	Laborer	7161 G		10116	7.4	Student.
	Helper	12:4		90 00	Ex	No eligible list.
_	Assistant	30h	1-3-10		Ex	Student.
	Assistant	6	12 - 10 - (8		Ex	Student.
		Š	10 12 03		EX	Student.
	Registration clerk	88	10 00		0	N. C. by Comm.
A (Assistant	5	200		Ex	Student.
-		500		٠.	EX.	Student
	Caborer	8	0			Student.
0	Laborer	20p				Eligible list.
	Laborer	%88			_	Temporary.
_	Fracing	10 00			Ex.	Student.
	Assistant	ES.	1		Ex	Student.
)	Charwoman	155	27.78	•	-	Fineroenev

UNIVERSITY—Continued.

Biudent. Biudent. Biudent. Biudent.	Student. Student.	Student. Eligible list. No eligible list. Eligible list.	Englishe 118t. Student. Student. Eligible 118t. Eligible 118t.	Eligible list. No eligible list. No eligible list. No eligible list. Emergency.	No eugible list. Fligible list. Student. Student.	Fligible list. No eligible list. Eligible list. Eligible list. No eligible list. Salary increased. Eligible list.	Eligible list. Temporary. Fligible list. Student. Student. Student.
MANANA MANANA MANANA	ONN.	M OHO	OME'L	74740	J'JEME WWYE	0000H 0H	TOOM TE
	8		:::::::::::::::::::::::::::::::::::::::) 	· : : : · ·	(- 3 - 10 C - 3 - 10	
		•	•				11-24-08 11-24-08 11-24-08 11-17-08 11-17-08 11-17-08
8 8 4 8888888	888	4 2 3 2 2 2 2 3	5 2608	1 20h 20h 20h 20h	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	17 45 20h 17 44 8 90d 15 00
Janitor Assistant Page Furdent Student	Clerk and stenographer, Machinist Machinist	Ocok, assistant. Tank attendant. Oberk Charwoman Mechanician	C prenter Assistant editor Assistant Laborer Laborer	('harwoman Teamster Laborer Lapowriter	Assistant Home Ec. Laundress Assistant Assistant Assistant	Actions and the state of the st	Dining room girl Stenoprapheer (arpenter Assistant Waltres Stenographer
Government France Graber L. F. Graber E. F. Graff, Ehart Graff, Ehart Graff, B.	Gray, C. F.	Griffin, Grace. Griffith, Trevor B. Grigsby, Anna.	Gubeim, T. E. Gutsch, M. Guth, A. Gyrin, Henry Gyre	Haak, Augusta Haak, Ed. Halines, Geo. C. Hall, Geo.	Hall, M. Pella. Hallverson, Cella. Hambrecht, Lulu. Hambrecht, A. L.	Hangrad, John Hans, Ence Hansen, H. T. Hansen, H. T. Hansen, H. T. Hansen, H. T. Hansen, H. H. Hansen, H. H.	Hanson, Single Harson, Minnie Harde, J. L. Hardon, Hazel Harris, Ray T. Harris, Ray T. Harris, J. J.

UNIVERSITY-Continued.

Name.	Position.	Monthly Sulsry.	Darc.	Date, if service ended.	Class.	Remarks.
Harrington, Mrs Harrls, R. E. Harrison, James	Charwoman Supervisor dairy tests Fireman Labover	2 00d 50 00 56 00	12—: 8—08 3—27—09	1-2-00	4004	No eligible list. Eligible list. Original employe. Reinstated.
Harry Harry Harry Hart, Ray W.	Stenographer Laborer Assistant	88 88 88 88 88 88			E. E.	No eligible list. Student.
Haskin, Will. Hastrawser, Paul.	Laborer	12% 12%	-	11-22-09	L	P. S
Hayden, Frank	Laborer	1 75d	00 C C C C C C C C C C C C C C C C C C		H-H-	No eligible list.
Hayes, B. B.	Clerical	100			Ex	Student.
Hegerick, Oscar	Laborer Stenographer	35 00 58		11-1-09	10	No eligible list. Eligible list.
Tenderson, Mabel	Assistant cook. Waitress, special	21 80 1 00d			44	No eligible list.
Henring, W.	Assistant Farmhand	989			44.	Eligible list,
dergebensteiner, M. J.	Assistant Assistant	90p	80123	0 -	Ex	Student.
Hickman, Mary	Assistant Clerk	30 P		17 3 69	_	Eligible list.
fl. E. M. Ils. Tower.	Stenographer Laborer	50 00				Eligible list, No eligible list.
nn, w. H. fer, Freida.	Assistant Waltress Janitor	20 80 20 00	10-17-0		Ex.	Student. Exempt, Eligible list.

185 185 187 187 187 187 187 187 187 187 187 187	le list. Ist.	lst.	list. list. le list. 7.	ole list. Temporary. le list. le list. list.	ist. ist.	le list. le list.	÷
Student. Kligible 1 Kligible 1 Kligible 1	Student. No eligible lis Eligible list.	Student. Student. Eligible l	Fligible list. Eligible list. No eligible list. Temporary.	No eligible list No eligible list No eligible list Eligible list.	Student. Student. Fligible 1 Student. Eligible 1	Student. Student. No eligible No eligible Student. Student. Student.	Student. Student. Student. Temporary Student. Temporary Student. Student.
HIOO	H ₁ O		400HH	HHHH	arorie		
	8	0[8 9	7 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1		5-99-10		2 - 21 - 10 - 10 - 10 - 10 - 10 - 10 - 1
	2 2 5 2 2 5 2 2 5 2 2 5 2 2 5 2 2 5 2 2 5 2 2 5 2 2 5 2 2 5 2 3 5 2 5 3 5 3 5 3 5 3 5 3 5 3 5 3 5 3 5 3 5 3		2000 1000 1000 1000 1000 1000 1000 1000				
388 2	88 8 94	8 8 8 6 4 5	128 8698 8698 8698	12 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	17 18 8 8 9 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	55555555
Enternis messannt. Clerk Attendant	Assistant Dishwasher Steam fitter	Assistant Student Laborer	Howard, M. Stengrapher Howiey, B. Clerk Clerk Laborer and team Hubbard, I. Laborer and team		4404041	Teamster Assistant Assistant Waitress Waitress Assistant Assistant Assistant	Clerk Assistant Assistant Assistant Assistant Assistant Assistant Assistant

Appointments, Promotions, Transfers, Reinstatement

	арроіні	ments, fromotons, from jers, fiernstatement
	Remarks.	Rmergency. No eligible list. Eligible list. No eligible list. Student. Student. Student. Student. Student. No eligible list. Student. Eligible list. Temporary. Eligible list. Remporary. Student.
UNIVERSITY—Continued.	Class.	
	Date, if service ended.	11-12-108 11-13-108 11-14-109 11-15-109 11-18-109 11-18-109 11-18-109 11-18-109 11-18-109
	Late.	11-15-09 11-16-09 11-16-09
	Monthly Sai: ry.	2 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8
	Position.	Laborer Laborer Assistant Assistant Assistant Assistant Carpenter Laborer Laborer Laborer Laborer Laborer Laborer Teamster and team Assistant Assistant Assistant Assistant Assistant Laborer Laborer Laborer Laborer Laborer Laborer Laborer Teamster Teamster Clerk Assistant Assistant Laborer Clerk Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant
	Маше.	Johnson, L. M. Johnson, M. L. Johnson, J. L. Johnson, J. L. Johnson, J. L. Johnson, J. L. Johnson, M. L. Jones, G. A. Jones, Raph Jones, Raph Jorgenson, A. Jorgenson, A. Jorgenson, W.

TVFRSTTV-Continued

	in Eligible list. No eligible list. Student. Student. No eligible list. Temporary.
ઌૣૢૢ૽૽ૡૢઌઌઌૡૢઌઌૡૢૣઌૣ૿૽ૡ૽ઌઌઌઌઌૡૢઌઌઌઌૡૢઌઌ૱૱ૡૢૡૢઌૣૡઌૣૡ	
	(0-23)
2.00	10-18-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-
88 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	55 90 1 50d 1 90h 1 90d 1 90d
Assistant Laborer Clerk and stenographer Clerk and stenographer Clerk and stenographer Electricing stenographer Electricing El	Fireman Stenographer Assistant Assistant Wattrese

Appointments, Promotions, Transfers, Reinstatem

	Remarks.	No eligible list. Eligible list. Eligible list. Eligible list. Student. Student. Student. Student. Student. Eligible list. Student. Student. Eligible list. Student. Eligible list. Student. Eligible list. Student. Student. Eligible list. Student. No eligible list. Eligible list. Eligible list. Eligible list. Student. Student. Eligible list. Eligible list. Student. Eligible list. Student. Eligible list. Student. Eligible list. Student. Eligible list. Eligible list. Student. Eligible list. Student. Eligible list. Student. Eligible list. Eligible list. Student. Eligible list. Eligible list. Student. Eligible list.
	Class.	70007gggggggggoo-ggg-7-7g7-0ggog.
	Date, if service ended.	88 8 0i
tinued.	Date	10-10-10-10-10-10-10-10-10-10-10-10-10-1
UNIVERSITY—Continued	Monthly Salary	8666 8888 8888 8888 8888888888888888888
UNIVER	Position.	Laborer Architectural draughtsman Clerk Clerk Laborer Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Messenger Copybolder Copybolder Copybolder Copybolder Copybolder Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Messenger Assistant
	Name.	Lawney, H. Law, J. Law, J. Lawrence, E. Lawrence, E. Lay, Joe Clair, C. Leiden, Hebe Leiden, Hebe Leiden, Hebe Leiden, W. Lent, W. B. Lent, W. F. Leonard, A. V. Leonard, A. V. Leonard, A. V. Lincoln, B. Lincoln, B. Lincoln, B. Lincoln, B. Lincoln, B. Lincoln, B. Lincoln, B. Link, Ellen Link, Ellen Link, Ellen Link, Ellen Link, Ellen Link, Ellen Link, Ellen Link, Leo Link, L

Appointments, Promotions, Transfers, Reinstatements, etc.

Student. Student. Student.	No eligible list. Original employe.	Eligible list. No eligible list.	Eligible list. Eligible list.	Eligible list.	remporary. Eligible list.	Eligible list.	No eligible list.	Eligible list.	Eligible list.	Eligible list. Temporary.	Eligible list.	Eligible list.	Eligible list.	Transferred.	Student.	Student.	No engible list. Student.	Emergency.	Wilelible list	Student.	Eligible list.	No eligible list.	Student.	Student.	No eligible list.	Student.	Student.	Filgole list.	Student.	No eligible list.
EX.	0	44		o,	4-4	110	, L1	11-	11	- i	0,1	0	Ç		Ex	Fx	Ex	L		EX.	Į	1	Ex			K		7-	Ex	
8 97	2-1-00							-	_:	1:-31-08								80-22-08	<u> </u>	2-22-10		8	3			2-37-10			10.1	
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	101			198		1-6-10	100	90-18-08		888	100	10-19-08	8		10 1 108	6-13-10		80 8 6		2-18-10	8 - 8		ا ا	8	01 10	01-31-6	6-81-10	5-16-100	10-12-06	2-23-16 2-13-16
5 5 5	25.52 20.03	24 83	2 2 2 2 2	8	5 Q	8	8	18 4	15h	16 16 16	2 20 POG 2	6 9	88	88	25h	agp G	F 8	Ę	- CO	. 49. 39.	8;	20 14 20h	e L	100 S	3	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	_	\$ E	og S	8
Assistant Assistant	Wattress		Clerk Stenographer	Stenographer	aborer	Caborer	ssistant cook	Borrer	harwoman	harwoman	a borer	lerk	Stenographer	lanitor	ssistant	ssistant	aborer	aborer	harwoman	Lesistant	Jell maid	aborer.	anitor	ksistant	fireman	salatant	ssistant	aborer	saistant	vaitrees
Assistant Assistant	Waitress Janitor	Waltress Waltress	Sterk	Stenc	Labo	Labo	Assis	Labo	Char	Char	Labo	Cler	Step	Jani	Assis	Assis	Assis	Labo	200	Assi	Bell	Labo	Janit	Assis	Firen	Assis	Assis	Cabo	ARBI	₹

Appointments Promotions Transfers Reinstatements atc

Remarks.	181. 181. 181.	Finklow 118t. Frankleffed. Student. Temporary.	Student. Eligible list. Eligible list. No eligible list.	No eligible list. No eligible list. No eligible list. Eligible list.	No eligible list. Emergency. Student.	Eligible list. Temporary. No eligible list. Temporary. No eligible list.	Student. Student. No eligible list.	Kugroe list. Student Kligible list. Eligible list. Eligible list.	Student. Student. No eligible list. Fligible list.
Clars.	H-400		OH10	044 0	HA K		Manic		E E E
Date, if service ended.			1-80-10		• '' : :				7—27—10 8—10—08
Date.		2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 -	11 19 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	288 	286				
Monthly	4.855.4 88898	S S S S	888	81 5.88 4. 44	4 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		3 8 S	1 3 24328
Position.	Laborer Laborer Laborer Freenan	Assistant Janitor Carpenier	Arshard Morecabor Teamster	Funcer Walters Drayman Carpenter	Drayman Janitor Assistant law librarian Assistant	Charwoman. Clerk Clerk Meton	Assistant Stenographer Temater and team Teamster and team	Section and the section of the secti	Assistant Assistant Waltress Laborer Stanography
Хаше.	Melsekothen, Rob't Melsner, Frank Melsner, Fred Melsner Fred	Meisner, Harry. Meisner, H.		140B	Miller, C. B. Miller, K. F. Miller, U. W. Mills, Geo.	Milward, Minnie Minch, L. Minch, L.	Mitchell A. Mitchell B. Mitchell B. Miller Chas.	Mitchell, M. B. Mobrhauser, J. Mobr, Fred.	Moll, J. E. Moll, John E. Morroe, J. D. Moore, Cora M.

Appointments, Promotions, Transfers, Reinstatements, etc.

•																						_	_	_	_	_	_	-					_	_																
1	to eligible list. Temporary.	to chighbie list.	Chaine ner.	student,	Eligible det.	Commercial lines	Compount of the list.	Fliethic list.	Clicible list.	To aliethle liet	The Party lies	cugiple ust.	Student,	No eligible list.	to eligible list.	Vo elleible list.	Vernonere		to engine mar.	Sugione ust.	Student.	Eligible list.	Q+11-den+	budent.		No eligible list.	Student.	Student.	No eligible list.	No eligible list	No alletha list	The state and the state of the	TRIPLE TIST.		No eligible list. Temp.	Student.	No eligible list.	Student.	No eligible list.	Student.		Flighbe list.	Student	Tomposere	No olimible line	NO SUBIDIO LIBE.	ngiore nat.	Eligible list.	No eliethle list	No eligible list.
	Z	-	77	-	2/5	7.5	e.e	100		**	4 =	70.5	24	~	~	•	ie.	_	41	_	_	_	_	-		Ė	_		_	_	<u>'</u>	_	_		_	_	_	_	Z	ά		ß.	_	_	_	_	_	_		iż —
			0	-	•			ic			i	-	EX		L	_			-	-	Ex	0	ļ	10		1	Ex	Ex	1	1	-	ic			: ::::::::::::::::::::::::::::::::::::	Ex	۲. ت	Ex	L	¥	2		,	1				, 1	T. A.	H
			1		1 3 10		200			<u>.</u>			١	1 5									- - - -			8			9 3	2		_	<u></u>	2										; ·				<u> </u>	-	
	l	01-10			100		86	38			-		Î	2	_	-	÷	-	÷		2-11-00	180	_	÷	-		-	01-13-8	01 8	e I		-		: ع ا		_			_	2712	_	-	~	:	-	<u>:</u>	÷	<u>:</u> -	 2 2 1 1	3
-	Ì		5	_	_	-	_	-	٠.	•	•	- -		_	, P	-	77	-	ř	_	_		_	_	_	_	_	Ξ.		_	- -	- 1 -	_	_	.:	_	Ξ.		٠ ب	_	_	٠.	-	- -	-		~	ے ر م	- -	<u>.</u>
	l	•	••	8			3 8	38	38	3 2	38	R :	8	16h	2	2	8			2	ş	88		38	38	3	ģ	ឧ			8	38	38	3 8	3	ន៍	2	8	8	Ş		Ś	ģ	3		3 5	38	3 & 2	8	8
										•									•	_		ŏ	•	1	3				컮			12	•	7	4						155			-	•		•	•	•	
		Manon	Laborer	Nienographer	Supervisor dairy tears	Luntern work	Laborer and team.	_	_		_	_		Oharwoman.	Charwoman	Waitress	Telephone	T. T. T. T. T. T. T. T. T. T. T. T. T. T			Assistant		_	_	_	Laborer	Assistant	Assistant			T.a.horer	_	_	_	٠	Assistant	Charwoman	Aggistant	Laborer	Assistant	_		Aggistert			•	_	Assistant		
		Prant.	Labore	Nienographer	Supervisor dairy tests	Lantern work	Laborer and team,	Supervisor daire teats	A CONTRACTOR OF THE PARTY OF TH	Washing appropriately		otenographer	EvaAssistant	Ada	_	Louis	Toha	- Conn	John P.	Waltress	_	W. Plumber	Clark	Clerk	Sienographer	12. A	H. B	_	Waltress	Assistant	1010	Tentadamen	_	Assistant	CIETE	· · · · · · · · · · · · · · · · · · ·	_	_	_	_	Field organizer.	Laborer		Transmitter	Taniton	Mosson.com	Clark	TOWN T Assistant	T. Cook	Waitress, special.

* :

Appointments, Promotions, Transfers, Reinstatement

	Monthly Barrice Salary. Date, if ended. Class. Remarks.	18 00 + -1 -10
		32332882222888888822
7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	Position.	Clerk Laborer

UNIVERSITY—Continued.

Appointments,	Promotions,	Transfers,	Reinstatements,	etc.
---------------	-------------	------------	-----------------	------

Temporary	it. Temporary. Beinstated. Temporary.		Тещрогагу.
. E	R Hade	Ust. Ust. Ust.	
it. it. it. it. it. it.		The light of the l	ible 1 ib
Temporary. Student. No eligible 1 Student. Eligible 1st. Student. Temporary. No eligible 1st.	Lugiole 18t. No eligible Eligible 18t. Eligible 18t. Eligible 18t	Abelian in a second sec	Student. Student. Student. Student. No eligible list. No eligible list. No eligible list. No eligible list. Student. Student. Temporary. Tighble list. Temporary. Filigible list. Student. Student. Student. Student. Student. Student. Student.
			The second secon
************	іннонан,	HOHERTHPERTE	0 8 8 0 1 1 1 8 8 0 1 1 1 8 1
8	6-13-06 11-8-09		2-1-00 2-1-00 2-1-00 2-1-00 2-1-00 2-1-00 2-1-00
			<u>:</u>
			7
2000 00 00 00 00 00 00 00 00 00 00 00 00	A		
# # \	8 8 % 8 # 8 4 8 8 8 8 8 8	8 %	86 25 45 45 45 45 45 45 45 45 45 45 45 45 45
Corpensor Labove Labove Labove Labove Labove Labove Labove Labove Labove Labove Labove Labove Labove	B. Laborer, team. B. Drayman Clara Stenographer W. Farmer Laborer	Assistant dairy Darin. Assistant Laborer Copybolder Copybolder Charwoman Laborer Cherk Assistant Laborer Cherk Assistant Laborer Assistant Laborer Assistant Laborer Assistant	Assistant Carpenter Assistant Laborer Carpenter Carpenter Carpenter Carpenter Cook Assistant cook Assistant Copyholder Stengrapher Laborer Laborer Laborer Teamster Helper

Appointments, Promotions, Transfers, Reinstatemen

	ppoint	
	Remarks.	Reinstated. Emergency. Student. Eligible list. Eligible list. No eligible list. Eligible list. Eligible list. Eligible list. Student. Eligible list.
	Class.	거구없 ○ ○거거구○股股거○ 걱정점○거 구점거구구없고股○股股○
	Date, if service ended.	8 8 6 6 6 6 6 6 6 6
Inued.	Date.	
UNIVERSITY—Continued.	Monthly Salary.	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
UNIVER	Position.	Teamster Laborer Supervisor dairy tests Supervisor dairy tests Supervisor dairy tests Waitress, special Teamster Dining room girl Clerk Assistant Assistant Assistant Assistant Merbardum Berbardum Berbardum Supervisor dairy tests Laborer
	Name.	Baff, F. Bagglo, D. Bandall, A. O. Bandall, A. O. Bandall, A. O. Bannenberg, S. Bapp, Barnussen, Anna Basmussen, Edith, Barussen, Edith, Barussen, Edith, Barussen, Edith, Barussen, Edith, Barussen, Edith, Barussen, Mary Berd, Mary Beld, Mary

REPORT OF THE STATE CIVIL SERVICE COMMMISSION.

																	Temporary.																															
	Eligible list.	Temborary.	No eligible list.	No eligible list.	No engible use.	No eliefble list.	Emergency.	No eligible list.	Fliothla list	Flighble list	Uligible list	CHARLE HOL	Eligible list.	Charles line.	Chigible list.	-	18t of	Eligible list.	Student.	Student.	Eligible list.	Fligible list	Fligible list	Eligible list	English list.	riigipie list.	Eligible list.	Eligible list.	No eligible list.	No eligible list.	No eligible list.	No eligible list.	Temporary.	Eligible list.	Student.	No eligible list.	Student.	No eligible list.	Eligible list.	Eligible list.	Fligible list.	Eligible list.	No eligible list.	No eligible list	No oligible list	Strident	Student.	otudent.
	_	1	_		_		_	,_	-		10	<u>٠</u>	"	10			_		_		_	_	1-] -				T		F	_	L	Ex	_	H		4		I	٠.	ن 	ن	_		-		- FA	. E.A
	- :	٠:			_	- :	3	3		· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·			-		·						ا آ	•		· · · · · · · · · · · · · · · · · · ·										1-4-6												4. 0	à - - - - - - - - - -
07-18-10	- 01×10	3	3	36			ۊ ٳ	2-19-10	1	֓֞֝֞֝֟֝֟֓֓֓֓֟֝֟֓֓֟֟֝֟֓֟֟֝֟֓֟֟֓֓֟֟֓֓֓֟֟֓	2		38	3				Į Į	8 8 1	119-10	8-32-08	0[],[]					ه د د	· C	0[8 13 13 13 13			1-11-3	01-12-1	11-1-19	و الم	1-10	2 1 2	100	2-1-10	7 1-10	1 6	5-10-10	0 	֓֞֝֟֝֟֝֟֝֟֝֟֝֟֝֟֝֟֝֟֝֟֝֟֝֟֝֟֝֟֝֟ ֓֓֞֓֞֞֞֓֞֞֞֞֞֞֞֞֞֞	100		2
2 i	3 3	EZ.	79	1	8	150	5	ş	٤	38	38	18	3;	3 8	3 \$			6	23h	Ę,	2 00d	څ	7	, K	2 6		3		3	D.S	:- 88 87	3	ş	90 G	8	ار در	8 8	13	2,2	6	8	8		10	5			1
						•			2	5 ₹		9	57	- E	-			-							1				3		7	IC)		¢1	-	•-3	ន	86		ક્ષ	18	87	81	-	ě	1		
Welfrens	()	Laborer	Taborer	_	_		Characomen	Laborer and team		_	_	_	_			Assistant editor	-		Pattern maker	Assistant		Laborer	Lahorer	I aborer	Table of the state	Laborer	L'abouter		•	_	-			٠.		-								_			Tank acciatent	· · · · · · · · · · · · · · · · · · ·

Appointments, Promotions, Transfers, Reinstatement

_	A ppoint	
	Remerks.	Eligible list. Eligible list. Relastated. Relastated. Eligible list. Student. Student. Student. No eligible list. Student. No eligible list. Eligible list. Student. Student. Student. Eligible list. Student. Eligible list. Temporary. Student. Eligible list. Temporary. Student. Eligible list. Eligible list. Student. Eligible list.
	Class.	고급O크O없다다그리O없מ없고달라다구삤멦찞다그삤다다고였
	Date, if service ended.	10
fnued.	Date.	13. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.
UNIVERSITY—Continued.	Monthly Salary.	**************************************
UNIVER	Position.	Laborer Assistant Assistant Assistant Laborer Laborer Laborer Laborer Laborer Assistant Assistan
	Name .	Schroeder, H. A. Schroeder, H. A. Schobring, Arthur. Schubring, L. Schubring, L. Schubtte, H. A. Schuette, J. Ohn Schwartz, John Schwartz, Hell Shartz, Ethel Shartz, Ethel Shartz, Ethel Shartz, Ethel Shartz, Ethel Shartz, Ethel Shartz, Ethel Shartz, J. T. Shartz, S

IVERSITY—Continued

Appointments, Promotions, Transfers, Reinstatements, etc.

Student. Student. Student. Student. Student. No eligible list. Temporary.					. No eligible list. Temporary.
## 17 17 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		6-9-10 1-7-09 1-7-09 1-7-09 1-7-09 1-7-09		11-11-08 PER PER PER PER PER PER PER PER PER PER	
10-1-6-1-6-1-6-1-6-1-6-1-6-1-6-1-6-1-6-1	LLLLL		بالمريضة بنائين والجاسات		1—18—10
45 45 15 15 15 15 15 15 15 15 15 15 15 15 15	11 50d		2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	88 88 88 88 88 88 88 88 88 88 88 88 88	25h .
					:
Assistant Assistant Laborer Laborer Laborer	Laborer Laborer Laborer Assistent	Oberk Assistant Laborer Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant	Waltress Waltress Assistant Clerk Clerk Clerk Cherk Cherk Laborer Labo	Assistant Assistant Assistant Assistant law librarian Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant Carpenter Painter Painter Painter Painter Assistant Assistant Assistant Assistant	Steamntter's helper

Appointments, Promotions, Transfers, Reinstatement

Remarks.	Eligible list. Student. Student. Eligible list. Eligible list. Eligible list. Eligible list. Student. No eligible list. Student. No eligible list. Student. Student. Eligible list. Student. Student. Student. Eligible list. Student. Student. Eligible list. Student. Eligible list. Student. Student. Eligible list.
Class.	
Date, if service ended.	8 - 2 - 3 - 3 - 3 - 3 - 3 - 3 - 3 - 3 - 3
Date.	10
Monthly Salary.	68 22 22 22 28 28 28 28 28 28 28 28 28 28
Position.	Carpenter Cook Student Assistant Assistant Assistant Draftsman Purchasing agent, assistant Assistant Laborer Assistant Assista
Мате,	Swanson, Chris. Swiener, Alice. Talbot, D. R. Taylor, S. C. Taylor, S. C. Taylor, S. C. Treckmeyer, J. Treckmeyer, J. Treckmeyer, J. Treckmeyer, J. Treckmeyer, J. Treckmeyer, J. Treckmeyer, J. Treckmeyer, J. Treckmeyer, J. Trompson, W. L. Trompson, W. L. Trompson, W. L. Trompson, W. L. Trompson, W. L. Trompson, W. L. Trompson, W. L. Trompson, W. L. Trans, J. M. Trans

UNIVERSITY—Continued.

Appointments, Promotions, Transfers, Reinstatements, etc.

No eligible list. No eligible list. Student, No allethe list.		FARAMO	Enighbe list. Emergency. Student. Elighbe list. Elighbe list. No elighbe list. Temporary. Temporary. Rejistated.		Student. Temporary. Student. Temporary. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Student. No eligible list.
			04 <u>8</u> 4004400		
	3 :: : : **		10 - 23 - 68 10 - 23 - 68 11 - 23 - 68 11 - 23 - 68	11-13-08 	
20 - 12 - 12 - 12 - 12 - 12 - 12 - 12 -				3-2-5-5	Homen
	20288		888 888 888 888	8 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	8 ~ 128 88 8 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4
: : =					
Obst. Laborer Laborer Laborer Additiont	Laborer Assistant Oarpenter Laborer	Clerk Clerk Night watch Night watch Carpener Student	Acastuger Assistant Assistant Draughsman Lorker attendant Laborer Painter Painter	Clerk and stenographer Waltress Waltress Laborer and team Laborer and team Laborer and team Assistant Waltress Herbartum Assistant	Assistant editor Assistant Stenographer Stenographer Fleman Charwoman Laborer Laborer Laborer Laborer Laborer Laborer Assistant Helper

Appointments, Promotions, Transfers, Reinstatements, etc.

	Remarks.	No eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Sudent. Student. Student. Eligible list. Student. Student. Eligible list.
	Class.	구으요ㅎㅎㅋㅋ헕헕ㅇㅋ쩛ㅜㅎㅎㅎㅎ섳헕헕느헕흠섫헕ㅋㅋ헍ㅎㅋ이었으ㅇㅋㅡ
	Date, if service ended.	
tinued.	Date.	### ### ##############################
UNIVERSITY—Continued	Monthly Salary.	88.8588
UNIVER	Position.	Laborer Organizer Clerk Steingrapher Steingrapher Janitor Plumber Head waitreas Laborer and team Assistant Assistant Assistant Assistant Supervisor dairy tests Supervisor dairy tests Supervisor dairy tests Supervisor dairy tests Supervisor dairy tests Supervisor dairy tests Supervisor dairy tests Supervisor dairy tests Supervisor dairy tests Supervisor dairy tests Supervisor dairy tests Cerk Assistant Cerk Assistant Cerk Assistant Laborer
	Name.	Wendt, W. Wescott, Joanna. Wescott, Joanna. Westerfield. Geo. Westerfield. Geo. Whele, Mrs. Whitby, A. J. Whitby, A. J. Whitby, A. J. Whitby, A. J. Whitby, A. J. Whitby, A. J. Whitby, A. J. Whitby, A. J. Whitby, A. J. Whitby, A. J. Whitby, A. J. Whitby, A. J. Whitby, A. J. Whitby, A. J. Whithy, A. J. Whithy, A. J. White, W. F. Willer, B. B. Willer, B. Willer, B. Wolf, Wm. H.

Appointments, Promotions, Transfers, Reinstatements, etc.

No elgible list. Elgible list. Student:	Student. Student. Student. Wo stiglible list.	No eligible list. Student. Student. No eligible list. No eligible list.
100 100 100 100	10-10 6-51-00 Bx2-06 N. O. O. O. O. O. O. O. O. O. O. O. O. O.	-17-00 C
<u> </u>	2 00	200 2-17-06 201 25h 5-14-10 25h 5-14-10 25k 6-18-10 41 5-10-10
		8 11 8
Industry Stangarapher Aulatant	A TATA The following seen. Further and seen. Further and seen. Buper risor dairy tests String rapher	Assistant Assistant Waitress Laborer Assistant cook
	*: < 24 < 60 30 °	
H. F.	A COM	Toung, wm. Toungman, F. L. Zachow, O. W. Zinc, Elizabeth Zurian, Geo.

EXPENDITURES OF THE STATE CIVIL SERVICE COMMISSION CHARGEABLE TO THE APPROPRIATION OF \$13.000 FOR THE YEAR ENDING JUNE 30. 1909

inningham, T. J., commissioner, salary and expenses		1
		1
	1	
	1 44 474 88	. {
ffron, Otto, commissioner, salary and expenses	. 978 99	1
iell, C. E., commissioner, salary and expenses		
ty, F. E., secretary, salary and expenses		
wcett, F. L., chief clerk, salary and expenses		
weett, F. L., local examiner, salary and expenses		
night, H. S., assistant examiner, salary and expenses		
eig, C. B., stenographer	. 840 00)
lley, Nettie, clerk		
arrison, Edna, clerk	. 56 50)
Guan, Clara, clerk	. 116 50)
ephani Florence, clerk	. 10 00	• 1
oley, Nell, clerk	. 90 50)
lton. A. C., services		1
vil Service News, subscription		
yle, J. T., secretary, subscription)
ood Government, subscription		
ate Journal Printing Co., advertising		
vening Wisconsin Co., advertising.		
emocrat Printing Co., advertising		
ilwaukee Sentinel, advertising	2 94	
hkosh Northwestern, advertising		
llwaukee Journal Co., advertising		
llwaukee Free Press. advertising		1
		1
perior Telegram, advertising		
Crosse Chronicle, advertising		
elegram Publishing Co., advertising		
Y. State Educational Dept. bulletins		
merican Express Co., expressage		
nited States Express Co., expressage		
adison Postoffice, box rent		
emocrat Printing Co., printing		
estern Union Telegraph Co., messages		
ostal Telegraph Co., messages		
isconsin Telephone Co., messages	.] 89 10	
		- \$11,010 8

EXPENDITURES OF THE STATE CIVIL SERVICE COMMISSION CHARGEABLE TO THE APPROPRIATION OF \$13,000 FOR THE YEAR ENDIND JUNE 30, 1910.

Name	Services	Compensation sation
iell. C. E	Commissioner	\$928
inningham, T. J.	Commissioner	1,567
ffron. Otto	Commissioner	1,133
oty. P. E.	Secretary and chief examiner	2,902
weett, P. L.	Chief clerk	2,007
night H S	Assistant examiner	1,803
eig. Caroline B	Stenographer	807
rroll, Edna	Stenographer	628
irter, Theda A	Clerk	170
entkreutz, Ida M	Services	7
rran. Gwendolin	Clerk	9
numling W. C	Stenographer	40
oran Margaret	Clerk	64
ITISOn. Edna	Cierk	119
en, Selma	Services	6
Cormick, F. T	Stenographer	9
IACC. Marv	Clerk	34
W. Joseph	Services	
urn, Mrs. N	Stenographer	20
1000ft, T. S	Services	62
rry. Arline	Clerk	9
III. Hallie	Clerk	12
799 L. T	Services	1
uriot. Esther	Clerk	35
PEDENT PETTERS (IA	Express	91
OWD. H H H	Supplies	2
"4(NEIL PRINTING ('A	Supplies	1
"I Service News	Subscription	
WUITAT Printing Co	Printing	
	Advertising	9
Datch Publishing Co	Advertising	_
au Claire Telegram	Advertising	
ermania Herold Assoc. Co	Advertising	
	Subscription	4
	Advertising	1
	Advertising	4
	Supplies	2
	Advertising	
La Crosse Press Co.	Advertising	
leader Publishing Co	Advertising	
Madison Postoffice	Box	12
Wankee Free Press.	Advertising	
Miwankee Sentinel	Advertising	6
Sational Assoc. Audubon Society	Colored plates	5
Sees Publishing Co	Advertising	5
Omitosh Northwestern Postal Telegraph Co		5
Postal Telegraph Co.	Messages	
Brond Herald Co	Advertising	1
State Journal Times Printing Co.	Advertising	13
Warner Co	Advertising	1
# antrope	Expenses	
Atla Danier	Advertising	
HALLE LOUITER CO	Express	21
Western Union Telegraph Co	Messages	71
Wisconsin Telephone Co		147
Total		410.00
Total.	•••••	\$13,324

EXPENDITURES OF THE CIVIL SERVICE COMMISSION Chargeable to the appropriation of \$4,000 for local examiners for the biennial ending July, 1910.

	ending only, loto.			_
Name	County	Number of examina- tions held	Number of times present	1
	Manles	7	7	
Adams. G. W	Taylor		8	
Arbuthnot, John	Roe's		3	
Arveson, A. M	Langlade	1	1	1
ustin, A. J.	Vilus		9	
Bachhuber, C. H	Ozaukce		10	
Balley, M. S.	. Chippewa			
Barker, W. H	St. Croix	9	1 3	
Barry, A. J.	Marquette		7	
Bauer, Oscar H	. Dodge		o l	
Beckwith, A. J	. Walworth		3	
Behrens, W. F	St. Croix	8		
Bernhardt, H. O	. Door		2	
Blackhurst, E. M	Racine	3	7 3	
Blandin, A. A			8	
Blegan, L	St. Croix	1	2	
Bowman, C. A	There are a service of	7	1	
Sowman. G. L	Dunn	7	F 7	
Bowlian, G. L	Waupaca		2	
Bray, T. E Brooks, E. E	. Iowa	0	5	
Brooks. E. E	Dane		3	
Provold, E. J.	. Trempealeau		10	
Buckmaster, Albert E			9	
Burke, Timothy	Brown		5	
Byse, G. M	. Waushara		1	
Date, M. S.	Ashland		2	
Cate, M. S.	Fond du Lac.		6	
Chadbourne, W. F			2	
			1	
Clearly W C	. Columbia		5 1	1
Clough, W. G	St. Croix		1 1	١.
Crothers G F	. Clark		9	
Orothers, G. E	Rock		7	
Curtis, H. C			8	
Dafoe, G. E	. Waushara		2 /	
Davis T B			3 1	
Davis, T. B	Jackson		7	
Dewey. J. I	. Trempealeau		4	
Donnelly J P			3	
Donnelly, J. P. Donnelly, P. Draper, F. W.	Milwaukee		10	
Draper F W	. Clark		4	
Dresden, B. M.	. Winnebago		9	
Dresden, B. M	. One of the state of the		6	
Drew, D. A			1	
Ellison M G	Margnette	3	1	
Cyenson, C. H.	Sauk	9	5	
Evenson, C. H	. Milwaukee		10	
Favell, P	. Chippewa		10	
eist. G	. Rusk		1	
Fernandez, D. W	. Winnebago		10	
Finch. Henry	Portage		3	
Pleming, J. B.	Eau Claire		9 1	
Fowler, F. H.	. La Crosse		2	
Foran, Elizabeth			1	
Fowler, F. H. Foran, Elizabeth Foran, M.			1	
Janz. J. A	Buffalo	4	3	
Gillett, A. D. S	. Douglas	9	9	
Traves, F. H	. Verona		6	
Triggs, R. B.	Sauk		9	
Frow, C. F	. Clark		8	
Holl, C. H.				

RES OF THE CIVIL SERVICE COMMISSION-Continued.

ıme	County	Number of examina- tions held	Number of times present	Per diem and expenses
	Washburn	6	4	12 00
	Washburn			3 00
	Oconto	8	1 7 7	21 00
	Jefferson	7		21 00
	Waukesha	10	4	12 00
	Sawyer	4	1 1	12 00 3 00
	Kenosha	9	8	24 00
	Langlade	9	8	24 00
	Ashland	6	4	12 00
	Crawford	6	6 [18 00
. w	Pierce		3	106 25 9 00
	Wood	3	9	27 00
	Kewaunee	2	i	3 00
	Marinette	8	3	9 00
		<u>.</u>	<u>.</u>	3 00
	Trempealeau	5	5	15 00
•••••••••••••••••••••••••••••••••••••••	Grant	6 6	1 5	3 00 15 00
	10wa		9	6 00
	Columbia	7	$\frac{2}{7}$	21 00
		l	i	3 00
	Ashland	6	3	10 50
· · · · · · · · · · · · · · · · · · ·] <u>.</u>	[·····]	1 30
• • • • • • • • • • • • • • • • • • • •	Columbia	7	6 1	18 00 3 00
	Lincoln	10	3	9 00
	Marinette	ı š	8	24 00
	Price	6	3	9 00
	Sheboygan	9	8 j	24 00
· · · · · · · · · · · · · · · · · · ·	Adams	3	3 (5 20
• • • • • • • • • • • • • • • • • • • •	Sawyer	4	3	12 00 9 00
	Bayfield St. Croix	9	i	3 00
	Washburn	6	l i l	3 00
	Lafayette	6	2	6 00
	Oneida	7	6	18 00
	Jackson	7	7	21 00
	Waukesha Langlade	10 9	9	12 00 27 00
	Brown	9	ı	3 00
***************************************	Forest	3	3	10 41
			2	6 00
•••••	Lafayette	6	- 4	12 00
· · · · · · · · · · · · · · · · · · ·	Washington	Δ	1 5	3 00 15 00
	Washington	6	1 1	3 00
	Juneau	7	2	6 00
· · · · · · · · · · · · · · · · · · ·	Sauk	4	4	12 00
	Marathon	8	8	24 00
· · · · · · · · · · · · · · · · · · ·			1 1	3 00
•••••	Polk	3	3 !	9 00 1 00
	Calumet	8	8	24 00
· · · · · · · · · · · · · · · · · · ·	Price	6	5	15 00
	Manitowoc	10	3	9 00
. 	Richland	7	7	21 00
· · · · · · · · · · · · · · · · · · ·	Duffalo		1	3 00 12 00
	Buffalo	1	5	12 00 15 00
. 			i	3 00
	Oneida	7	2	6 00
	Waushara	5	3 1	9 00

EXPENDITURES OF THE CIVIL SERVICE COMMISSION-Continued.

Name	County	Number of examina- tions held	Number of times present	P
Paulus, T. E	Monroe	10	2]
Perry, C. M	Winnebago	10	8	i
Peterson, Clara	0		1	!
Pierce, Humphrey Pinverton, W. T. Pratt, F. H. Pratte, G. F.	Outagamie Crawford	9	6	
Pratt, F. H.	Richland		4	ĺ
Pratt, G. E	Richland	7	1 1	1
Mathematica, WIII., Jr	Manitowoc	10	1 7	1
Ray, S. B	Wau ^t esha Oneida	10	9	
Rice, O. E.	Rusk	1 7	1 1	1
Rice, Z. 8	Monroe	10	3	1
Richardson, M. P	Rock	i 9	5	1
Rix, W. R.	Washington		6	i
Roberts, G. J	Fond du Lac Lincoln	7	1 3	1
Rudquist, Carl	Ashland	6	3	1
Sanford, C. M	Monroe	8	2	!
Sanford, C. M Sansun, W. D			1 1	
Schmit, Margaret F Schultz, Jos. J	Ozaukee		2 2 2	,
Schultz, J. L.	Kewaunce		3	
ochulz, w. H	Eau Claire		9	
Schwartz, G. W	Chippewa		3	
Sechrist, F. K.			8	
Shedler, Fred	Oconto Green		8 5	
Sherron, J. L. Shields, J. H.	Washburn		5 !	
Shoemaker, A. H	Eau Claire		1 1	
Skinner, J. H	Monroe	10	6	1
Slack, Roy	**		1 1	
Smith, J. F.	Kenosha Richland		9	l
Smith, J. M.	Washhurn		5	
Snyder, G. F. Spence, Harry	Sauk]	
Spence, Harry	La Crosse	9		
Sprague, W. H. Stangle, Chas. G.	Ashland Door	8	1 6	
Staples, C. W.	Polk	3	ï	
Staples, O. W Stevens, J. V	Jefferson	7	i	ĺ
Stinchfield, Chas	Waupaca	1 7	! 7	1
Stinchfield, Chas. Storms, W. W. Strubble, Fred R.	Racine	7	7	1
Surrey, F. M.	Price		1	i
Sutheriano. 8.		1	i	ì
Taugher, F. J. Thayer, V. T. Thompson Fred	Manitowoc	10	9	ì
Thompson Fred	Ashland	6	1	!
Thomson A A	Diskland	4 7	3 5	i
Thomson, L. S	Michigand	l	2	ł
Tobey, C. E.	Price	6	1	Ì
Thomson, L. S. Tobey, C. F. Tobey, S. B. Treat Ches W	Marathon		7	!
Treat, Chas. W. Thunkenbroed. Mr.		9 6	9 5	!
voss, John ('	Walworth	8	3	
warden, A. M	Bayfield	1 4	4	1
Waring, Frank	Florence	8	3	!
Waring, W. C.	Chamana		6	i
	Shawano		2 7	1
Weigand, O. O. Welch, T. M.	Fond do Lee			
Wells, A. S.	Fond du Lac		3	ĺ
weigand, O. Welch, T. M. Wells, A. S Wescott, D. E	Fond du Lac Monroe			

EXPENDITURES OF THE CIVIL SERVICE COMMISSION—Continued.

Name	County	Number of examina- tions held	Number of times present	Per dien and expense
Whitney, F. L. Wilbor, A. J.	Fond du Lac	7	. 5	15 00 6 00
Wilgus, A. J	Grant		3	9 00
williams, D. O.	Fond du Lac	7	6	18 10
Winter Frank	La Crouse	9	7	21 00
Works, Geo. A. Woolworth, W. W.	Dunn	l 7	5	15 00 3 00
Junet, H. S				3 00
loung, F. P.		1	1	3 00
Young, W. H	Oconto	j 8	8	24 00
				\$2,577 73

.

PART IV.

OPINIONS OF THE ATTORNEY GENERAL. COURT DECISIONS.

THE CIVIL SERVICE LAW.

THE CIVIL SERVICE RULES.

REGULATIONS.

OPINIONS OF THE ATTORNEY GENERAL.

SYNOPTICAL INDEX TO OPINIONS RENDERED BY THE ATTORNEY GENERAL PREVIOUS TO JULY, 1908

	1			
	Report Ge page		Service Com.	
APPOINTING OFFICER, term defined as used in the law			105	
CERTIFICATION OF PAY ROLLS—DOUBLE EM- PLOYMENT. A person may be employed part of his time in one department of the state service and for part of his time in another and his name may appear upon two pay rolls		1908	145	
CERTIFICATION OF PAY ROLLS—EXTRA COM- PENSATION. Employes of the state on leave of absence may be employed in other capacities or other departments if such employment is free from fraud or collusion, and may receive com- pensation therefor in addition to their regular salary	<u> </u>	1908	159	
CERTIFICATION OF PAY ROLLS. A state emplove or officer duly appointed by the head of a department in pursuance of the provision of the civil service act and whose name is certified both by the head of the department and the civil service commission is entitled to receive the proper salary warrant from the secretary of state even though there be a contention as to the removal of the preceding employe being regular		1908		
CERTIFICATIONS. Section 7 of rule 11 as to sex is authorized by law	198	1908	170	
CLASSIFICATION. All positions in the office of the adjutant general are classified by law as ex- empt	407	1906		
CLASSIFICATION. The positions of assistant dairy and food commissioner and chemist in the office of the dairy and food commissioner are classified by law as of the classified service	477	1906		
CLASSIFICATIONS—EXEMPTIONS. The civil serv- ice commission may after a public hearing and for special reasons place certain positions in the exempt class and exempt the original incumbent from examination		1508	112	

SYNOPTICAL INDEX TO OPIONIONS RENDERED BY THE ATTORNEY GENERAL PREVIOUS TO JULY, 1908—Continued.

		Attorney eral. year	Second Biennial Report Civil Service Com. page	
CLASSIFICATION—TEACHERS. Educational institutions under the supervision of the state board of control are in a distinct class from common or district schools and free high schools. The provisions of the civil service law placing teachers in the university, normal and public schools in the unclassified list does not include teachers in educational institutions such as the state school for the deaf at Delavan, or the state school for the bilind at Janesville.		1006	115	
CLASSIFICATION—EXEMPTIONS. The civil service commission may place such positions as are impracticable to fill by competitive examination in the exempt class for a limited time		1006	125	
CLASSIFICATIONS—BOARDS OF VISITORS. Boards of visitors appointed by the state superintendent without pay are not public officers nor public employes and in no way fall under the civil service law.		1906	126	
CLASSIFICATION — LEGISLATIVE EMPLOYES. Employes of the legislature are not exempt from the provisions of the civil service act	157	1908	126	
CLASSIFICATION. The employes of the board of agriculture are of the classified service	181	108	150	
CLASSIFICATION—EFFECT OF CHANGE OF TITLE. A mere change by law in the clerical title or designation of a civil service employe with no change in salary and duties does not leg- islate the employe out of the state service	192	1908	164	
COMPETITIVE EXAMINATIONS. Where an eligible list contains less than three names another examination should be held.		1908	147	
LEGISLATIVE EMPLOYES are not entitled to non- competitive examination	150		134	
I.OCAL EXAMINERS. County and city officials may be compelled to act as local examiners and are not entitled to additional compensation	175	1908	149	
PROMOTIONS. When promotional examinations are practicable employes have promotional rights under the civil service law	160	1908	138	
REMOVALS. A state civil service commission is not a court authorized to try and determine questions of law or of fact. If the head of a denartment attempts to remove an ennloye without stating a just cause the commission may not				
take the name of such employe from the pay roll of the state	154	1908	131	

SYNOPTICAL INDEX TO OPINIONS RENDERED BY THE ATTORNEY GENERAL PREVIOUS TO JULY, 1908—Continued.

		Attorney neral. year	Second Biennial Report Civil Service Com. page
REMOVALS. Failure of the civil service commission to give the non-competitive examination required of original employes cannot suspend the operation of the statute.		1:08	. 142
REMOVALS. Where appointments are made by an officer with the consent and advice of the governor, such appointee cannot be removed without the consent and advice of the governor		1908	151
REMOVALS. The civil service commission cannot sit as a judicial tribunal to determine disputed questions of fact as to the discharge or resignation of employes	:	1008	173
RESIGNATIONS. After the resignation of an employe has been accepted he has no further right to the position and the appointing officer cannot revoke the acceptance	1	1603	
TRANSFERS. A person holding a position in the unclassified service who seeks employment in the competitive class of the classified service must obtain entrance thereto in the regular way, by competitive examination	! !	1908	157
VETERANS' PREFERENCE. Preference given veterans of the civil war under provisions of sec. 8, rule 10, is in compliance with the law		1008	130

OPINIONS RELATING TO CIVIL SERVICE.

Reinstatements—Removals in penal and charitable institutions—If an appointing officer in a penal or charitable institution discharges an employe, he may reinstate said employe if he determines that he was mistaken in making the discharge, and that in fact no just cause existed for the discharge or removal.

Employes in such institutions cannot be removed except for just cause, and are clothed with the right to have a court of competent jurisdiction pass upon the question of just cause.

Reinstatement of a discharged employe in penal or charitable institutions can only be made for just cause.

Hon. A. D. Conover,

Sept. 25, 1909.

President State Board of Control, Madison, Wisconsin.

DEAR SIR:—I am in receipt of your favor of the 20th inst. in which you state in substance that a question arises as to the status of teachers in a penal or charitable institution who have been discharged for cause and you say, in regard to such employes:

"If not discharged for cause, but for reasons of economy or otherwise, we understand that they may be reinstated within one year.

If discharged for cause, can they be reinstated at all, except of course, in case they may have within a reasonable time applied to the court for a judgment that the cause of discharge was unjust and have secured such verdict? In the case of these teachers, no one of them had made such an appeal before the opening of the school. Can they be reinstated in their place by the nomination of the present superintendent and the confirmation of that nomination by this board?"

In a previous opinion to you under date of the 10th in= this general language was used:

"I will say that in view of the fact that this departmentas officially held that such employes (of penal and charable institutions) are under civil service and entitled to of its privileges and subject to all of its burdens. It lows that such discharged employes stand in the same potion as discharged employes of any other department."

The letter which called forth the above reply was very generation its terms and the above statement in reply to the same was perhaps rather too broad in view of the specific statemenation in the letter to which this opinion is a response.

The civil service law of this state provides quite specifically in regard to all steps to be taken by appointing officials an employes relative to removals, suspensions, discharges, reductions in pay or position, transfers and reinstatements of cive service employes. Section 13 of said law dealing specifically with our reformatory, charitable and penal institutions expressly provides:

"But the provisions of this act with reference to removasuspensions, discharges, reductions in pay or position transfers and reinstatements shall not be applicable in sucases (employes in said institutions) except that they slbe made for just cause, which shall be neither religious political."

It is therefore plainly evident that the law and rules appliable to employes and appointing officers in other department in the matters above mentioned do not apply to employes an appointing officers in the reformatory, charitable and penalize stitutions except that when the appointing officer acts in said instances he must have "just cause" and you will notice that just cause applies to reinstatements as well as to removals suspensions, etc.

It follows from the above that when an appointing officer removes, suspends, etc. an employe, he is not obliged to file t writing the reasons for his action with the civil service commission; neither is it necessary for the employe to file an answe

thereto with the civil service commission and none of the provisions of sections 19 and 22 apply. When such a removal is made it will necessarily follow that notice thereof be given to the civil service commission in order that they may be informed of the fact of removal not for the purpose of allowing the discharged employe to answer, but for the purpose of furnishing eligible lists for filling the vacancy and of keeping them informed as to the fact of removal and appointment in order that they may intelligently certify to the pay roll and also that they may know that such discharged employe has been thus placed within the class which may be refused an examination under section 11 of said law.

This construction of the law does not place within the hands or the appointing officer in said institutions the arbitrary power of discharging or reinstating employes at will. Such action on his part must be for "just cause" and any person properly interested who feels aggrieved at such removal has his remedy by applying for relief to the court. "Just cause" for reinstatement of an employe discharged for cause must necessarily be a finding or determination on the part of the appointing officer that said employe had not in fact been removed or dismissed for "just cause."

It follows from the foregoing, first, that employes in such institutions cannot be removed, suspended, discharged, etc. except for "just cause"; secend, that employes in said departments are clothed with the right to have a court of competent jurisdiction pass upon the question of "just cause"; third, the provisions of sections 19 and 22 do not apply; fourth, that the reinstatement of an employe discharged for cause can only be made for "just cause" as above defined.

Therefore, answering your question specifically, if the appointing officer in any of the above named institutions discharges removes an employe for what he then determines to be "just ause" he may reinstate said employe within a reasonable time he determines that he was mistaken in making said discharge and that in fact no just cause existed for the discharge or removal. It logically follows from this that if one superintendent discharges an employe for cause and a new superintendent de-

termines that the discharge was not in fact for cause. I through mistake, misapprehension of the true facts, whim caprice, he may reinsate said discharged employe within a 1 sonable time.

Statutes must be so construed, if possible and reasonable to give each and every word therein some legitimate force: effect, and applying this rule of construction to said section it, in my opinion, carries out the true intent and purpose the legislature in exempting such employes from the gene previsions with reference to removals, suspensions, etc. for in the civil service law. The legislature, for reasons and ar ments presumably satisfying and controlling, has seen fit clothe the board of control and superintendents of our vari reformatory, charitable and penal institutions with a broa and greater authority with reference to these matters than of boards, commissions and heads of departments. I need not to you that this power is capable of being abused by appoint officers through whim, prejudice or caprice, and should be ercised very carefully and wisely in order that no injus flows to the state or to employes from this exceptional poplaced in the hands of the board and its subordinate offic Very truly yours,

F. L. GILBERT,
Attorney Genera

Reductions, Divisions or change in salaries fixed by la Where a statute creates a position and fixes the amount of c pensation, no discretion is given to the appointing officer. A c tract by a public officer or employe to accept less than the copensation fixed by law is void.

Hon. F. E. Doty,

April 15, 1908

Secretary State Civil Service Commission.

DEAR SIR:—In your letter of the 6th inst. you state tha statutory position being vacant, the officer having power appointment wishes to employ two persons, the salary fixed law to be divided between them. You say that the salary fi

law is \$90 a month and that it is his desire to have names refified to him by the state civil service commission at a salary of \$45 a month and thereupon to make appointment of two persons for the one position. You have asked for my opinion as to the legality of such action by the commission and by the appointing officer.

I believe that no officer in Wisconsin has power to appoint subordinates, compensated out of the public treasury, unless he has statutory authority so to do.

"Even though the act of appointing officers may be deemed executive in its nature, the power to appoint officers, excepting, perhaps, those who are to assist him in the discharge of his personal executive duties, is not inherent in the chief executive, but must exist, if it exists at all by virtue of the authority conferred upon him by the soverign power." Mechem on Public Officers, sec. 108.

In creating the position in question and in fixing the salary of the appointee the legislature contemplated the appointment of a person qualified to earn the salary named. It may not be assumed that the law makers had nothing else in mind than the amount of money to be paid out of the state treasury. To permit the work of public officers requiring judgment and discretion 10 be let to the lowest bidder would certainly violate the established public policy. It would be an impeachment of the legislative judgment for the civil service commission to require the same qualifications for an employe who is to receive \$45 a month that it requires for an employe who is to receive double that amount. If the legislature had appointed \$90 a month for the Performance of certain work, then the appointing officer might apportion this sum to one or to many persons, as his judgment directed; but, where the statute creates the position and fixes the amount of compensation, no discretion is given to the appointing officer. It is held that a contract by a public officer or employe to accept less than the compensation prescribed by law is opposed to public policy and void.

Gilman v. Des Moines Ry. Co., 40 Ia. 200,

McConkey v. Chapman, 50 Ia. 281.

Boardman v. Thompson, 25 Iowa 487.

In the case of Gilman versus Des Moines Ry. Co., 40 Ia. 20 the supreme court of Iowa said:

"If an employe may take less than the amount fixed law, why may he not contract for an enlarged compensatio. We think a contract whereby an officer agrees to accept less or a greater compensation than is perscribed by statics contrary to public policy and void."

I am of the opinion, that for the state civil service commissi to certify two names at \$45 a month for a statutory position, t salary for which is fixed at \$90 a month, and for the appoint officer to appoint two persons at such salary, instead of or person, as the statute prescribes, would be contrary to law.

Yours very truly,

F. L. GILBERT,
Attorney General.

Certification of pay rolls—Where an honest mistake, in maing an appointment, not involving an evasion of the law invasion of the rights of others was made, and where, if application had been properly made originally, the appointment wou have been valid, the Commission may certify as of the earlighte.

HON. F. E. DOTY,

January 12, 1909

Secretary Civil Service Commission,
Madison, Wisconsin.

DEAR SIR:—I am in receipt of your favor of the 8th inst—which you state in substance that the secretary of the railr commission asked for authority to employ a clerk for some to porary work and that it was orally understood that the pointment fell under paragraph 3 of section 17, which provides that where "the services to be rendered by the appoint are for a temporary period not to exceed one month, and to need of such service is important and urgent, the appoint officer may select for such temporary service any person the proper list of those eligible for the permanent appointment without regard to the standing on such list. It appears

At at the end of the month the work was not complete, and at while the secretary of the railroad commission was advised writing that the appointment could not be continued under leave above quoted there was a subsequent conversation between the secretary of the civil service commission and the ecretary of the railroad commission relative to said matter and that there is some disagreement as to just what was said, but any event the employe was continued in the service by the secretary of the railroad commission for an additional month and upon presentation of the payroll to the civil service commission certification of the name of this particular appointee was refused.

Your letter further states:

"The undersigned (secretary state civil service commission) believes that the secretary of the railroad commission acted in good faith, that the service was important, that the employe in question was peculiarly qualified for the special service to be rendered at that time and believes that the service should in justice be paid for by the state. He believes that if request had originally been made for a certification of names of persons competent to digest voluminous material and to prepare suitable subject headings and to make suitable analyses of this material (and I therefore assume that this was the work performed by the temporary appointee) that the civil service commission would have been obliged to notify the railroad commission that there was at that time no suitable eligible list for the position in question, and that an appointment could be made for two months under the Provisions of section 17, paragraph 1.

The question now arises, has the civil service commission any discretion in the matter? May it legally certify for compensation the name of the above mentioned employe, or does the failure of the secretary of the railroad commission to request authority to make appointment under the provisions of section 17, paragraph 1, in the first instance, prevent the civil service commission at this time from providing any relief?"

Replying to the same will say that the rather awkward a unfortunate situation now confronting the secretary of the ra road commission that payment to this particular emple is in question is apparently due to the fact that said secret: misconceived the proper steps to be taken when it was app ent that the temporary work could not be performed within month. In other words, had the secretary of the railroad e-c mission made his request for temporary help under subdivisi 1 of section 17 instead of under subdivision 3 of said section there would have been no difficulty as you state in your lett that in such case you could not have furnished a suitable e gible list for the work to be performed and therefore a tv months' appointment would have been allowable. The que tion therefore arises as to whether or not the civil service cor mission may now do what it had the authority to do in the fir instance had the application been definitely made under sa subdivision 1 instead of such circumstances as led the comm sion to believe that the appointment fell within paragraph 3 section 17. It also adds to the complication that the sec tary of the railroad commission after having received due tice in writing that the appointment must be terminated at end of the month still continued the appointee under w seems to be a misapprehension as to what was said in a s sequent conversation between himself and the secretary of civil service commission. However this may be, it appe from the foregoing quotation from your letter that the c. service commission is of the opinion that it was an honest n take with no intent to evade the provisions of the law. The clearly appears to be the fact as there was no necessity for tempting any evasion as the same result could have been according plished by the appointment being asked for under subdivision of said section. The object, spirit and purpose of the civil ser ice law are to raise the standard of public service, to prevent spoils system of political reward and to have positions filled from the proper list prepared by the civil service commission.

The legislature realized that certain demands would be ma upon the civil service commission for persons to perform c tain temporary work for which no suitable eligible list was

could be prepared and the sections above referred to were inserted in the civil service law to be applied in the sound discretion and judgment of the said commission. While some of the language used is mandatory in form, I cannot bring myself to believe that it was the intention of the legislature to divest an administrative commission so highly important to the welfare of the state of all discretion where no violation of the spirit and purpose of the law was involved where the question was rather a matter of administrative policy and to do full justice in equity where an honest mistake not involving an evasion of the law was made by an appointing officer and where, had the application been properly made in the first instance the commission had the authority to make and would have made the same appointment. The state has received service and there having been an honest attempt to comply with the law, I am of the opinion that under the facts and circumstances surrounding this particular case the civil service commission may at this time make the appointment as of the earlier date necessary. Such action by the civil service commission is not necessarily a precedent as each such matter must be judged and disposed of according to the particular and special facts and circumstances surrounding it.

Very truly yours,

F. L. GILBERT,
Attorney General.

Appointments and assignments of legislative employes—Selection and appointment of legislative employes must be made from suitable eligible lists; but if appointments are made temporary changes may be made in the assignment of duties for convenience and expeditious transaction of business.

HON. THOMAS MORRIS,

January 29, 1909.

Chairman Committee Legislative Expenditures and Employes of the Scnate,

Building.

Dear Sir:—I am in receipt of your letter of this date in which you submit the following inquiries on which you ask my opinion, to wit:

"1-Can the chief clerk of the senate transfer the index

clerk to the position of assistant journal clerk under sul sec. 111a of the statutes, where no appointment has made to the position of assistant journal clerk?

2—If so, can he then appoint another person to the pos of index clerk?

3—If such appointment can be made, is the civil se commission required to certify a person for such positionindex clerk upon the request of the chief clerk of the sense Replying to your first inquiry I will say that I assume a civil service examination has been held for both index journal clerks and that a list of persons who have passed examination have been certified to the senate by the civil se commission.

Such being the situation, I am of the opinion that app ment should be made for each of said positions from the lis certified, respectively for index and assistant journal clerks der the provisions of the civil service act, sec. 16. chap. 363, of 1905, unless some other statute makes a different provi All certified lists, so submitted, are for different position each of which, presumably, separate examinations were held separate lists of eligibles obtained.

As I view it, it would be unjust and in violation of the s if not the letter, of the civil service act, when there are distinct offices within the control of one appointing body each of which separate examinations have been held and seplists of eligibles certified, to permit both positions to be from one list and no appointment made from the other. To so apparent that I think no reasoning thereon is required I do not think your committee questions the justness or conness of that view, but you call my attention to a provision of 111a of the statutes, as amended by chap. 515 of the laws of which reads as follows:

"For the convenient and the expeditious transaction of business of the legislature the chief clerk of either house from time to time, make such temporary changes in the signments of his respective assistants and subordinat will, in his judgment, best accomplish this purpose."

This section of the statute as revised and amended by chap-⁵¹⁵, laws of 1905, was published and went into effect June 29, 1905. The civil service act, chap. 363, laws of 1905, was published and went into effect June 16, 1905. Therefore, the former act may, I think, properly be considered as an amendment or exception to the latter but, even so viewing it, the provision of sec. 111a, above quoted, does not entirely change the situation. That provision is authority for the chief clerk to make temporary changes in the assignments of his respective assistants or subordinates but it does not change the method of original appointment of such. Hence, as I view it, original appointment of these Positions must be made from the certified lists furnished by the civil service commission for each position, respectively, but after such appointments are made the chief clerk may make such temporary changes in the assignment of duties of such assistants as will, in his judgment, best accomplish the object of convenience and expedition of the transaction of the business of the senate.

After arriving at this conclusion in respect to the first inquiry submitted it appears to me to be unnecessary to answer your other inquiries, except that as I consider this provision of sec. 111a to be an amendment or exception to the civil service act it follows that after appointment of assistants, clerks, etc., of the senate are once made, the chief clerk's authority is supreme in respect to changes and assignments of duties of his assistants and subordinates and no authority is required from the civil service commission to make such changes or assignments.

Trusting that what I have said answers your inquiries, I am, Very truly yours,

F. L. GILBERT,
Attorney General.

. Classification of chief deputy oil inspector—The position is in the competitive class, but, after proper procedure, may be otherwise classified by the commission.

Madison, July 19, 1909.

HON. F. E. DOTY,

Secretary of Civil Service Commission, Madison, Wisconsin.

DEAR SIR:—In your letter of the 29th ultimo you have asked for my opinion as to whether or not the chief deputy oil inspector must be selected from an eligible list selected by competitive examination.

The recent revision of the law relating to the inspectors of illuminating oils is as follows:

"The supervisor of inspectors of illuminating oils is hereby—authorized to appoint a chief deputy oil inspector from the eligibles under the provisions of chapter 363 of the laws of 1905 and the amendments thereto, and whose duties shall—under the direction of the supervisor of inspectors, be to assist in overseeing all deputy inspectors."

Subdivision 2 of section 17 of the civil law provides the where certain conditions are shown to exist that the commission may suspend the provision of the statute requiring competition etc.

It appears to me that the sole purpose of the law first metioned is to place said position under civil service and thus ta from the head of that department the right to make personselection in filling the office referred to.

It was not, in my opinion, the intent of the legislature, placing said position under civil service competition, to dive the civil service commission of the discretion or jurisdiction which it is authorized to exercise as to other positions underivil service competition. In other words, the position is underivil service and all laws and regulations pertaining to such civil service positions are equally applicable to it as to other civil service positions. It follows, therefore, that if after proper preduce the civil service commission is of the opinion that it

justified in suspending the provision of the statute requiring competition in filling that position it has the jurisdiction to do so.

Very truly yours,

F. L. GILBERT,
Attorney General.

Investigations—Game wardens—The commission has not exceeded its authority in propounding questions relating to their conduct.

Madison, July 21, 1909.

HON. G. W. RICKEMAN,

State Fish and Game Warden,

Madison, Wis.

Dear Sir:—This department is in receipt of your communication of the 21st inst., enclosing a list of questions submitted by the civil service commission to the deputy game wardens appointed by you under section 17 of the civil service law, wherein you ask whether or not it is obligatory on such wardens to answer said questions.

In reply I submit the following:

- 4. Have you while acting as deputy game warden at any time presented claims against the state for services not actually rendered as represented in the bill presented by you? If so, state to what extent it has been your practice to make charges for time not actually devoted to the interests of the state, and give your reasons for doing so.
- 5. Have you while acting as deputy game warden at any time presented claims against the state for expenses not actually incurred by you as represented in your bills or vouchers? If so, give instances, dates, amounts, etc., in detail.
- 6. Have you while acting as deputy game warden at any time presented claims against the state for expenses not incurred for the primary purpose of enforcing the game laws? If so, give instances and explain.
- 7. Have you at any time since the passage of the civil service law, and while holding a commission as deputy game warden, received from any officer, agent, clerk or employe of

the state any sum or sums of money used or intended to used for any political purpose whatsoever? If so, give t name of the person from whom you received the money, t date on which the money was received, the amount, and other specific information coming within your knowledge

- 8. Have you at any time since the passage of the civil seice law, and while holding a commission as deputy game weden, either directly or indirectly solicited from any office agent, clerk or employe of the state any contribution of seices or money in behalf of any candidate for public office, to be used for any political purpose whatsoever? If so, g= the names of persons from whom you have solicited contibutions, and for what purpose.
- 9. Has any officer, agent, clerk, or employe under the go ernment of the state at any time since the passage of the conservice law, while holding commission as deputy game with den, solicited, either directly or indirectly, from you assessment, subscription, or contribution for any political propose whatsoever. If so, give the names of persons who has solicited or received from you such assessment, subscription contribution.
- 10. In accepting this temporary appointment, is it uncestood and agreed by you that any false statement made this examination shall be sufficient cause to deny your teporary appointment, or to vacate your office whenever such false statement is discovered in the future?

Subsection 1 of section 17 of the civil service law contemplate a "non-competitive examination" by the civil service commission of appointees thereunder.

Section 10 of the act provides that examinations "shall rela to those matters which will fairly test the capacity and fitne of the persons examined to discharge the duties of the office employment sought by them, giving due allowance for exper ence in the same or similar positions."

The commission has very broad discretion as to the scop of the examinations and the nature of the questions to be su mitted in all examinations conducted by it. Consequently I cannot say that the questions submitted have no relevancy as to the scoping of the commission of the scoping of the

"fitness" of the appointees or that the commission has exceeded its discretionary powers in propounding the same.

In my opinion such appointees may not refuse to answer the questions submitted except for the reason that their answers might tend to incriminate them which, of course, would be a valid excuse for declining to answer.

Very truly yours,

F. L. GILBERT,
Attorney General.

Contributions and assessments when made for other than political purposes—Employes having a personal interest in the result of an action testing the validity of the law under which they are employed may contribute to its defense.

Hon. F. E. Doty,

Oct. 11, 1909.

Secy. State Civil Service Commission, Madison, Wisconsin.

Dear Sir:—I am in receipt of your letter of the 6th together with a letter to me from J. R. Anderson, deputy oil inspector from district No. 6, and circular letter from J. M. Charlesworth et al., also deputy oil inspectors, soliciting subscriptions to aid in the defense of an injunction action pending against the oil inspector, et al., and the same has received my careful attention.

Mr. Anderson wishes to know whether there is anything in the law to prevent contributions of this kind, and you ask my opinion thereon.

In reply you are informed that this solicitation of money is not a solicitation for political purposes and it therefore does not come under the condemnation of section 28, chapter 363 of the laws of 1905. If it were such, too much could not be said in the way of condemnation, but to my personal knowledge the action to which Mr. Anderson refers is an action to test the constitutionality of the oil inspection law enacted by the legislature of 1909. That law is one which provides, among other things, a means of raising the compensation to be paid oil inspectors and the compensation of each oil inspector depends in a great measure upon the constitutionality of this act. Each deputy oil in-

spector is therefore vitally interested in the law and the should be sustained; besides, the deputy oil inspectors are joined in the action and to my personal knowledge they I employed a distinguished attorney who has appeared the for them and taken part in the argument of the demurrer to plaintiff's complaint.

It appears to me that the sole question involved is whe by so contributing to the defense and hiring an attorney oil inspectors are guilty of champerty or maintenance, an appears to me that they are not, that as they each have a sonal interest in the result of the action they may individu or jointly contribute to its defense. The defense of that ac does not solely depend upon the attorney general. The prahas been quite uniformly followed in this state for officer employ private attorneys to assist in the defense of action which the constitutionality of the law upon which their offic compensation depends when it is attacked. See Milwa Medical College v. Chittenden, 127 Wis. 468. Even attor employed by private persons may assist the state in the pi cution of civil actions, when such persons have an interes the outcome of the litigations. State v. Wis. Telephone 134 Wis. 335.

As a general proposition it may be said that it is not m tenance to employ counsel in an action where the party so ploying counsel has an interest in the question at issue or a bona fide belief that he has an interest. See Andrew Mayor, 30 Wis. 228; Davies v. Stowell, 78 Wis. 334; Willi v. Fowle, 132 Mass. 385, 389; Gilbert Arnold Land Co O'Hare, 93 Wis. 194.

"Where a party has a remote or contingent interest, a possibility of interest, in the subject litigated, the agment is not champertous......The party making it is no such a case a champertor interfering in strifes in which had no part, and maintaining them only for the profit may derive from them."

Williams v. Fowle, 132 Mass. 385, 389.

Many other cases might be cited but it seems those cited sufficient.

This fund is not demanded by the state inspector of oils. Nor is it payment, in any sense, to be made as a condition of holding office. As I look upon it, from papers submitted, it is merely a voluntary, concerted effort among the deputy inspectors to raise a fund for defense. I do not regard that as unlawful,

I therefore conclude that the deputy oil inspectors may voluntarily contribute to the defense of an action which attacks the constitutionality of the law under which they are employed or hold their offices without any violation of the Civil Service Act or any other law.

Very truly yours,

F. L. GILBERT,
Attorney General.

Game wardens—Eligible lists shall be prepared by senatorial districts. One state at large list is provided for by statute from which special deputies only shall be chosen.

Madison, Oct. 23, 1909.

1

Hon. F. E. Doty,

Secy. and Chief Examiner State Civil Service Commission,

Madison, Wisconsin.

DEAR SIR:—I am in receipt of your letter of the 22nd which reads as follows:

"Section 1498a, as amended by section 1, paragraph 312, 1899; section 1, chapter 358, 1901, and section 1, chapter 525, 1909, being paragraph 2 of the fish and game laws compiled by the state game warden for the year 1909, provides that the state game warden shall appoint 60 deputy game wardens. He shall appoint one from each senatorial district in the state, and the other from the state at large, to be distributed in such manner as to promote the best interests of the service. Each such deputy warden shall be selected from a list of eligibles furnished by the state civil service commission, and to that end a separate list of eligibles shall be prepared for each senatorial district.

Complying with this provision of law the civil service commission has prepared an eligible list for each senatorial district by means of a general competitive examination given simultaneously in each country of the state, and the commission is now prepared to certify names by senatorial districts of persons eligible.

Does it become the duty of the commission after one sent torial appointment has been made in each district, to certif from a list of persons eligible for the state at large, or ma such state at large appointments be made from the senatorial lists already prepared?

Until the question was recently raised by the state gare warden, we had assumed that the commission must prepartwo eligible lists,—one for the state at large, resulting fra a general state competitive examination, and a special for each senatorial district.

The above referred to section further provides as following. The state game warden may from time to time, as needs of the service require and the condition of the fwill permit, appoint additional special deputy wardens temporary or occasional service from an eligible list selement of the state at large.

Was it intended by the legislature that the civil sexw. commission shall establish a state at large list procured language a general competitive examination of all the candidates if the state, and was it further intended that all appointments shall be made from such state at large lists, except where it is specifically provided that the state game warden shall appoint one from each senatorial district in the state?

It is contended by the state game warden that he canner as a rule, satisfy the provisions of law that appointment shall be distributed in such manner as to promote the besinterests of the service if he is compelled to select from state at large list without regard to the residence of eligible and their acquaintance with conditions in the locality when such appointments must be made."

In reply I will say that in my opinion the statute contenplates the preparation of but two lists of eligibles from which

all of the appointments provided for are to be made; the first being the senatorial district list from which the game warden shall appoint one deputy from each senatorial district, and also the other deputies provided for up to sixty; the second being the list from which the special deputy wardens are to be chosen and which is to be made up from the state at large.

Had the legislature intended the preparation of a separate list from the state at large from which the balance of the sixty deputies, after the appointment of one from each senatorial district, should be chosen, it would, I believe, have directed the pointment of the special deputies from the same list, as the lists would otherwise be identical,—both being comprised of the names of eligibles from the state at large.

The article "an", preceeding the words "eligible list" as sed in referring to the list from which the special deputies are to be selected, is of considerable significance in construing the statute. Had the legislature intended the deputies other than those from the respective senatorial districts to be selected from a separate list, made up from the state at large, as provided for the selection of the special deputies, it would have used the words "the", "such", or "said" in place of the article an", in providing for the list from which the special deputies are to be appointed.

It is also significant that the provision for "an eligible list selected from the state at large" appears at the end of the section and in connection with special deputies only. It is evident that the legislature intended to repose a wide discretion in the game warden in selecting and distributing regular deputies "in such manner as to promote the best interests of the service."

.

1.0

t≖≎

It is therefore my opinion that the sixty deputies are to be selected from the senatorial lists prepared by you, and that the special deputies are to be selected from a list from the state at large.

Very truly yours,

F. L. GILBERT,
Attorney General.

Political contributions—The receiving of money by one gas warden from another (even without any solicitation on his parto be used for political purposes is a violation of the civil serplaw.

Madison, Nov. 5, 190!

HON. F. E. DOTY,

Sec'y and Chief Examiner Civil Service Commissi Madison, Wisconsin.

DEAR SIR:—This department is in receipt of your communition under date of the 25th ult. requesting an opinion upon t following matter:

"A United States senator, who at the time of being candidate for re-nomination in the primary election, transmitted, directly or indirectly, a sum of money to the stagame warden to be used by him to advance the said senator candidacy. The state game warden gave a portion of the sum received to a deputy game warden with instructions use the money to advance the candidacy of the said Unite States senator. It was clearly understood that the mone came from the senator, and that it was to be used to advan his interests in the political campaign.

Section 28 of the civil service law provides:

'No officer, agent, clerk or employe under the governme of the state shall, directly or indirectly, solicit or receive or in any manner concerned in soliciting or receiving any asserment, subscription or contribution or political service, wheth voluntary or involuntary, for any political purpose whatev from any officer, agent, clerk or employe of the state.'

Did the deputy game warden violate the above provision of law in receiving this money, it being conceded that it we retained and used by him for the purpose of advancing to interests of the senator? It is further conceded that the deputy game warden did not solicit the money, and that it received it with the distinct understanding that it came from the United States senator.

The specific question raised is, did the deputy warden r ceive the money from the state game warden, or did 1

receive it from the United States senator? If from the latter, did he receive the money from an officer, agent, clerk or employe under the government of the state? Can the above named sum of money received by the deputy game warden be denominated as an assessment, subscription or contribution, it having been received indirectly from the United States senator for the advancement of his own interests and not for the advancement of the interests of another?"

The principal object of the section quoted in your letter was, I believe, to abolish the pernicious system, which previously prevailed, whereby subordinate officers, agents, clerks, and employes of the state were obliged to contribute, subscribe, solicit and receive political funds and render political service or incur the disfavor of those under whom they held their positions. In order to accomplish this purpose the legislature plainly deemed it necessary to absolutely prohibit all such financial transactions, voluntary or involuntary, knowingly indulged in, among the classes enumerated. The law should, accordingly, in my opinion, be construed so as to fairly effectuate the objects of its enactment.

The state game warden and the deputy game wardens are both clearly within the designation "officer, agent, clerk or employe under the government of the state." Whether a United States senator is technically an "officer" or "agent" of the federal as distinguished from the state government it is not necessary here to decide. In my opinion, the deputy, in the instant case, received the money in question "directly" from the state game warden.

The words "assessment, subscription or contribution", are general terms and ought not, in my opinion, to be given a restricted meaning but should be fairly construed so as to include every species within any of the enumerated classifications. While it may not be technically an "assessment" or a "subscription", for one to distribute money for the advancement of his own political interest, such a distribution is fairly within the meaning of the word "contribution" and the further distribution thereof by another at the behest of a superior officer is certainly rendering a political service to said superior officer.

It is therefore my opinion that on the statement of far submitted by you there was a violation of the civil service la Very truly yours,

F. L. Gilbert,
Attorney General

Political service—An emyloye of the state may hold office county chairman of a political party, provided his acts confo with the restrictions of the civil service law in relation to pulitical work.

Madison, Nov. 8, 1909.

HON. F. E. DOTY,

Secretary and Chief Examiner,

State Civil Service Commission.

DEAR SIR:—In your communication of the 1st instant you have asked me whether or not it is inconsistent with the privisions of the civil service law for an employe of the standing a position in the competitive class of the classified service to act and to continue to act as county chairman of a plitical party.

The duties of a political county committee are to conduct campaign for the election of the nominees of a political par and the propagation of the political principles of the part An incident of such work is the raising of a campaign fw for these purposes. Section 28 of chapter 363, laws of 190 provides:

"No officer, agent, clerk or employe under the governe of the state shall, directly or indirectly, solicit or receive be in any manner concerned in solicting or receiving a assessment, subscription or contribution or political servi whether voluntary or involuntary, for any political purps whatever from any officer, agent, clerk or employe of t state."

Section 29 of the same chapter makes the promising by a public officer of an office or of aid in securing an office public employment or promotion in office to any person in

turn for his vote or for his political influence, bribery, and prescribes a severe penalty therefor.

These are the only restrictions placed by law upon officers or employes of the state in relation to political work.

My predecessor in office, in an opinion to you given July 19th, 1906, used this language:

"It was not the purpose of the legislature as expressed in civil service law to in any way abridge the rights of citizenship of the persons coming within the provisions of the
law. Employes of the state have the same right as formerly to freely express their opinions upon political subjects
and their preferences for candidates for office."

As stated in another opinion to you of even date, the object, of these provisions in the civil service law is to prevent what amounted to practical coercion in the giving and receiving of political funds and the rendering of political services by officers, agents, clerks and employes of the state.

It does not necessarily follow that an officer or employe of the state holding the position of county chairman of a political party is violating the law. It all depends upon the methods employed by him in conducting his campaign. It follows, therefore, that no hard or fast rule can be laid down in this proposition but each case must be decided according to the particular facts and circumstances surrounding it.

Very truly yours,

F. L. GILBERT,
Attorney General.

Little, C. S., Deputy game warden-status of.

February 15, 1910.

STATE CIVIL SERVICE COMMISSION,

Madison, Wisconsin.

GENTLEMEN:—I am in receipt of your favor of the 11th instant together with a copy of certain testimony apparently taken by the civil service commission in the matter of one C. S. Little, a deputy game warden.

The facts in the case appear to be that said Little was dualy appointed to the position of deputy game warden by proper commission and that said commission expired July 1, 1909. It appears that sometime during the month of July, 1909, he was issued a commission for sixty days and that upon the expiration of said sixty days he was again commissioned for a temporary period, the state game warden relying upon the provisions of section 17, paragraph 1, chapter 363, laws of 1905. It appears that this service terminated on the third day of November, 1909, and that on the fourth day of November, he wrote to the state game warden tendering his resignation. The state game warden informed him that there was no resignation to accept as there was no commission in force.

On the foregoing facts you submit the following questions:

"In the absence of a suitable eligible list was the state game warden acting within his right to make a second temporary appointment of the said deputy game warden?"

"Did the deputy game warden, under the facts as above stated, acquire a right under the provisions of the civil service law to have charges filed with the civil service commission under the removal clause of the civil service law when his separation from the service was effected?"

In reply to the same I will say that deputy game wardens are appointed by the state fish and game warden, with the approval of the governor, from an eligible list furnished by the state civil service commission, and receive a certain per diem for such days as such deputies shall be under the direct order of the state warden and when such services have been actually rendered at the state warden's instance and under his direction. It is not Τt a monthly or yearly employment at a fixed compensation. follows from this that a deputy game warden may hold a commission a year and not be assigned to any work for which can claim compensation. The mere fact that his commission expires does not separate him from the service in the sense not being eligible to a commission. Failure to assign work him does not of itself amount to a suspension nor to a removal. Of course, he may be separated from the service by resignation or removal according to law, but as I understand the situation, up

to November 3, 1909, there was no such resignation or removal. This being the case, I am of the opinion that both temporary commissions were legal without any reference to the provisions of section 17, paragraph 1, chapter 363, laws of 1905. Sec opinion on page 426, Biennial Report and Opinions of the Attorney General, for 1908.

As to whether or not there was such a resignation as separated him from future possible state service is a close question. The rule is that there can be no valid and binding resignation unless made to a proper officer and accepted by him. The state fish and game warden did not accept his tendered resignation on the theory that his commission having expired he held no position of active service and, therefore, there was nothing to resign. Mr. Little's intention was, no doubt, to surrender any claim he might have to future service under proper commission. In any event, the resignation was not accepted and it would seen that Little still remains eligible to a commission if the game warden sees ft to issue one and assign him to work.

Very truly yours,

F. L. GILBERT,
Attorney General.

Game wardens—Eligible list—An eligible whose name appears on a district list may not be chosen as appointed for service in some other district, except where he has by change of residence and conformity with examination requirements acquired the right to be certified as eligible for said district. Residence cannot be acquired solely for the purpose of acquiring eligibility.

Hox. F. E. Dorr,

Feb. 17, 1910.

Secretary and Chief Examiner,

State Civil Service Commission.

Dear Sir:—Yours of February 10th was received. You call attention to section 1498a of chapter 525, laws of 1909, which provides:

"The state game warden shall appoint sixty deputy game wardens; he shall appoint one from each senatorial district in the state and the others from the state at large, to be

distributed in such manner as to promote the best interests of the service."

You submit the following questions:

- "1—Does the provision that 'he (the state game warden) shall appoint one from each senatorial district in the state imply that the person so appointed must be a resident of said senatorial district at the time of his appointment?"
- "2—Can a person whose name appears on an eligible list for one senatorial district acquire the right to be certified by the civil service commission and appointed as a deputy game warden for the senatorial district to which he has removed, it being understood that there are less than three persons eligible for certification from the district in which the appointment is to be made?"

ر) دون

'n

-

: धन

•

,

٠٤-

- "3...If the appointee removes from the district and takes up his residence in some other senatorial district after the date of his appointment, does such removal vacate the office, it being understood that he has been appointed for service to be rendered within and adjacent to the district, under the provision that 'he shall appoint one from each senatorial district?' ''
- "4--Has an eligible, by moving from one senatorial district to another shortly before receiving an appointment as deputy game warden in the district to which he has removed, acquired residence for the purposes of the section above quoted, it having been established as a fact that three weeks after the date of his appointment he returned and made his residence at his original abode in another senatorial district?

In answer to your first question I will say that, in my opinion, the provision in said law that the appointments shall be made from each senatorial district contemplates appointments of persons holding a legal residence in the district at the time of their appointment.

In answer to your second question I will say that if all gamwardens throughout the state are subjected to the same examination, then it would appear that said second question should be answered in the affirmative. If, however, a different examination is given in different localities, owing to local conditions, the

fact that a person is qualified and has been placed upon the eligible list for one senatorial district would not necessarily entitle him to be certified by the civil service commission for another district unless the examination which he passed was substantially the examination required for the district for which he desires to be certified.

In answer to your third question, the law expressly provides that game wardens shall be distributed in such manner as to promote the best interests of the service. Although the state game warden may require any deputy to perform services in any part of the state, still it would seem as though the general intent of the legislature was that so far as possible and practicable the deputy appointed for a certain district should generally perform services within and adjacent to the said district. Should be eease to hold his legal residence in the district from which he was appointed, such a change would, in my opinion, vacate his office. It should be borne in mind, however, that absence on the basiness of the state does not in and of itself result in change of legal residence.

In answer to your fourth question I will say that it is possible for a person to move into a district three weeks before an appointment is made and acquire a legal residence therein. Should a person move into a district solely for the purpose of obtaining the appointment and with the fixed intention of removing therefrom after the appointment was made, he would not be entitled to the appointment in the first instance as he never was a resident of said district in the sense that the word is used in law. My answer to your third question practically answers the fourth. Very truly yours,

F. L. GILBERT,
Altorney General.

Classification of chief clerk of state fish commission—sition of chief clerk is classified by law as exempt.

Madison, May 20,

MR. F. E. DOTY,

Secretary and Chief Examiner, State Civil Service Commission, Madison, Wisconsin.

DEAR SIR:—I am in receipt of your favor of the 18th which you call my attention to section 14, par. 1, of service law which provides in substance that the state f mission has in its employ a principal executive offi superintendent at a salary of \$2,500 per annum, and clerk at salary of \$100 per month; that when the civi law went into effect the commission deemed the pos superintendent to be classified by law as of the exempt the ground that the duties of the superintendent are ex administrative and secretarial; that the commission tre position of chief clerk as of the competitive class; that fish commission has recently appointed a person to the of chief clerk who was not certified by our commission eligible for the position of chief clerk by competitive e tion, and you ask whether or not in my opinion the po chief clerk in said office is classified by law as exempt.

In reply to the same I will say that said section 14, ps 1, of the civil service law provides that the chief clerk tray of any board or commission shall be included in the class. Sec. 1497a, stats. 1898, as amended by ch. 548, 1907, provides for the appointment of a superintendent eries by the fish commission and expressly provides t commissioners shall appoint and remove him at pleasu law does not give him the title of secretary or chief said commission, but on the contrary provides that the s of said commission shall be a member of the fish commissi office seems to be in the nature of a deputy executive of the commission to superintend the hatching and distrib spawn, etc., answerable only to the commission who has authority to appoint and remove him at pleasure, and

opinion cannot be treated for classification either as secretary or as chief clerk thereof.

I am therefore of the opinion that the office of chief clerk of said commission is classified by law as exempt, as the secretary of said board must be a member thereof and therefore does not come within the meaning of the word "secretary" as used in said section 14.

Very truly yours,

F. L. GILBERT,
Attorney General.

University purchasing agent, status of—The act of the Commission in authorizing an appointment under Section 17, paragraph 2, is a valid exercise of its jurisdiction. The Commission has no power to review its own decision after an appointment has been made in accordance with its order.

Madison, May 24, 1910.

MR. F. E. DOTY,

Sec'y and Chief Examiner, Civil Service Commission, Madison, Wisconsin.

DEAR SIR:—Under date of March 20, 1910, you submitted to the attorney general, for his opinion, two questions arising under the civil service laws. The attorney general, on account of the interest of his law partner in the answer to the questions submitted, has asked me, as a disinterested person, to give you my opinion with regard to the questions submitted. Since you have also joined in that request I have decided to do so, and will give you briefly my opinion, as well as the reasons which have led me to the conclusions reached.

The first question is:

"Some time in 1908 the commission authorized the board of regents of the university to make an appointment of a designated person, represented to be of high and recognized attainments, to the position of purchasing agent of the university, under the provisions of section 17, paragraph 2, chapter 563, laws of 1905. May the commission now require the board of regents to employ a purchasing agent from a suitable

eligible list procured by competitive examination, and the by terminate the employment of the present incumbent?" It appears that pursuant to the authority conferred by si section 2 of section 17, chapter 363, laws of 1905, your comm sion authorized the Board of Regents of the university to ma an appointment of a designated person to the position of purcha ing agent of the university without a competitive examination This statute confers upon the commission power to suspe: the provisions of the statute requiring competition in case of vacancy in a position in the competitive class, where peculi and exceptional qualifications of a scientific, professional educational character are required, and upon satisfact evidence that for specified reasons competition in such spec case is impractiable and that the position can best be filled the selection of some designated person of high and recogniz attainments in such qualities. It would seem that the question first importance is whether the qualifications of purchasir agents of the university require exceptional qualifications of scientific, professional or educational character. be that such an agent might require scientific qualifications i order to be a successful purchasing agent, but whether tl qualifications of a purchasing agent might be held to fall with this term or not. I think they are within the word "professional. The word professional in its larger and broader meaning is d fined by Webster to be:

"That of which one professes knowledge. The occupation if not mechanical or agricultural, or the like, to which or devotes himself; a business which one professes to understate and follow for subsistence; calling; vocation; employment See also the following cases where this definition has be approved:

Betz v. Maier, 33 S. W. 710. State v. Hunt, 129 N. C. 686.

In the latter case an immigrant agent who hired laborers be employed in another state was held to be within the ter "professional" as used in the constitution of North Carolic authorizing a tax on "trades and professions."

The word in a restricted sense only applies to the learned professions, which are said to be theology, law and medicine, but the words used in this statute it seems should not be thus restricted.

A purchasing agent is not required to be a professional person, but the qualifications required must be exceptional qualifications of a professional character.

The business done by a purchasing agent of the university may well be held to be of a professional character, for it must require a very considerable degree of knowledge derived from experience and study of the price and quality of a great variety of articles of commerce.

It is well known that large business companies and corporations employ purchasing agents who devote their entire time to the study of that particular business and become very expert and useful to their employers and command large wages. In a broader and more comprehensive sense they may be termed professional purchasing agents.

The common, ordinary or approved meaning of words in a legislative enactment is to be regarded as the one intended, unless inconsistent with the manifest legislative purpose, or excepting in the case of technical words as to which section 4971, statutes 1898, is to govern.

Sharp v. Hasey, 134 Wis. 618.

The words "scientific." "professional," or "educational" are not technical words and their ordinary meaning should be understood

I conclude therefore that the act of the commission, under the section referred to, is a valid exercise of its jurisdiction. Having such jurisdiction, and having acted within that jurisdiction upon satisfactory evidence, my answer to the first question is that the commission has no power to now require the Board of Regents to employ a purchasing agent from a suitable eligible list procured by competitive examination.

Your second question is:

"In the event that the commission should find after due investigation that the above-named appointee does not, or did not possess the qualifications as provided for in paragraph 2, section 17, of the civil service law, is it now within the jur-

isdiction of this commission to rescind its previous of authorizing such appointment, or to terminate the emponent of the present incumbent?"

The answer to the first question probably determines the swer to this one, but it also involves the further question:

Whether the commission has the power to review its own cision after it has been made and the position filled in accord with its order.

No suggestion of mistake or fraud is contained in the quest asked, and I have not considered that phase of the mathere is no limit fixed by the statute when the incumbent of position shall cease to hold it. That matter appears to be with the appointing authority. The commission has acted a evidence satisfactory to it, and suspended the provisions of statute as to the particular person and the person is in posion of the office. Can the commission now revoke its order thus deprive the incumbent of the place or position and state of that person's services?

Under the civil service laws an officer or an employe of state cannot be deprived of his, or her, position except for cause. Section 22.

The power of removal lies with the appointing officer and with the commission.

State ex rel Wagner v. Dahl, 140 Wis. 301.

It is held in that case that even the court cannot inc as to whether or not the appointing officer was right or w in discharging an employe, there being nothing to show that acted arbitrarily.

To construe the civil service law so as to permit the commis to review its own order after it had been executed, would to fer the right of dismissal from the appoining authority to commission, and thus violate that provision of the act which quires that removals shall only be made for just cause.

Subsection 2 of the statute under consideration provides suspension shall not be applicable to the place, and the inferto be drawn from this provision is that the suspenion shall indefinite as to the incumbent who has received the non-compative appointment; that is, that incumbent is only subject to

moval by the appointing officer, or in other ways expressly provided by statute.

If the commission has a power to review its own order now, why may it not have the same power where an office or position has been filled by a competitive examination? There is as much authority for one as for the other.

Where a position is filled after a competitive examination it may transpire that the incumbent selected is unfit for the place, but it would hardly be contended that the commission could inquire into the matter, revoke its certification and provide another eligible list from which the appointing officer might select a successor. The situation is the same here, for instead of a competitive examination and the certification of an eligible list, the commission has determined upon satisfactory evidence that competition was impracticable. If such power is given the commission it must be found in the civil service law. If we search for it, however, we are unable to find it.

The powers given the commission are all administrative in character and in no sense judicial, except in the limited sense of being invested with power to ascertain facts. It is a board of limited jurisdiction. It has no power not conferred by express statute, or necessarily implied from the powers specifically given by law.

I conclude therefore that your second question should be answered in the negative.

Yours respectfully,

L. M. STURDEVANT.

····Classification of Superintendent of Fisheries, State Fish Commission.—The position of superintendent of fisheries is, in the absence of any action of the civil service commission, classified by law as in the competitive class.

Madison, June 20, 1910.

HON. F. E. DOTY,

Secretary and Chief Examiner,

State Civil Service Commission,

Madison, Wisconsin.

Dear Sir:—In reply to your favor of the 4th instant, relative to the position of superintendent of fisheries, I will say that

subdivision 1, section 14, of the civil service law, provides the one deputy or assistant of each principal executive officer and th chief clerk or secretary of any board or commission shall be in cluded in the exempt class. It can hardly be said that the super intendent of fisheries is the deputy or assistant of a "princi pal executive officer," and the law does not provide for the ex emption of a "deputy or assistant" of any board or commis-Section 1497a, statutes of 1898, as amended by ch. 548 laws of 1907, provides for the appointment of a superintendent of fisheries by the fish commission and that said commission maj appoint and remove him at pleasure. Said sec. 1497a was in force and effect prior to the enactment of the civil service law, which law expressly repeals all acts and parts of acts inconsistent therewith. It follows, therefore, that his appointment and removal at the pleasure of the commission was repealed by th enactment of the civil service law. Subsequently, however, by the enactment of ch. 548, laws of 1907, the same language found in said sec. 1497a was re-enacted, being subsequent to it implied repeal. However, I am not prepared to say that such & subsequent re-enactment is of such a nature as warrants me is saying as a matter of law that the position of superintendent of fisheries is not included in the civil service law. Subd. 4, of sec. 14, provides that "no office or position shall be deemed to be in the exempt class unless it is specifically named in such class in the rules, and the reasons for such exemption shall be stated separately in the reports of the said commission." I cannot say therefore, as a matter of law, that said position is exempt.

In conversation with you, however, I learn that the present incumbent of that position was in the employ of the state at the time that the civil service law took effect and that owing to said position being at that time considered exempt the present incumbent was not subjected to a non-competitive examination, as the law provided for those then in the employ of the state. This being the case I do not think that he should now be deprived of any rights which were his at that time. Had he been called upon to take a non-competitive examination at that time he undoubtedly would have done so, and owing to his long experience and recognized ability he would undoubtely have satisfied the

commission of his ability to discharge the duties of said position. It would therefore, seem to me that it would be just and proper that the commission should now extend to him the same rights and advantages that he would have enjoyed had the commission at that time considered him under civil service. I make this suggestion for two reasons: first, because it is in line with a conversation had with Mr. Doty, and second, in my opinion he enjoyed certain rights at the time when the civil service law went into effect which courts would now recognize if the occasion arose even at this late day.

Very truly yours,

F. L. GILBERT,
Attorney General.

COURT DECISIONS.

State of Wisconsin ex rel Wagner, appellant, vs. Dahl, Stat Treasurer, respondent.

Sep. 17-Oct. 5, 1909.

- 1. The power to remove an incumbent is incident to the powe to appoint, in the absence of some constitutional or stautory provision to the contrary.
- 2. An office is not a property right. Right to hold office is n. a vested one.
- 3. The power of amotion from office is not a judicial power but is an administrative one, though it be exercised in judicial manner.
- 4. While mandamus may be invoked to compel the exercise discretion vested, it cannot compel such discretion to exercised in any particular way.
- 5. Section 22, chapter 363, laws of 1905, provides that no sultary ordinate or employe in the competitive, non-competitive, and labor classes in the state shall be removed except for just cause, which shall not be religious or political. Held that there being no provision for a review of the action of the removing officer, the courts would decide whether the cause assigned for removal was just cause within the meaning of the law, but would not determine whether the officer was right or wrong in his conclusion upon the facts that the cause assigned for removal in fact existed. Held, that when a cause recognized by statute is assigned, the power to determine whether it exists or not is vested exclusively in the officer or board making the removal.

The relator was employed as bookkeeper in the office of the state treasurer and was discharged from his employment by that

officer. Incompetency and insubordination were the causes assigned for his removal. Relator procured an alternative writ of Mandamus ordering the defendant to reinstate him in his employment or show cause why he should not be reinstated. Such writ was granted on a petition in which the relator set forth, among other things, that he was neither incompetent nor insubordinate. The defendant, by his return to the writ, justified his action on the grounds stated. The issues made up by the petition for the writ and the return and the answer thereto were submitted to a jury for determination. The jury found that the relator was incompetent and that he did not perform all the lawful directions given him by superiors in the office of the state treasurer. Judgment was entered on such verdict in favor of the defendant. To review alleged errors in the trial of the action the relator brings this appeal.

For the appellant there was a brief by *Miner & Elver* and oral argument by *E. T. Elver*.

For the respondent there was a brief by Jones & Schubring, and oral argument by B. W. Jones.

BARNES, J. It is a well-nigh universal rule that where no definite term of office is fixed by law the power to remove an incumbent is an incident to the power to appoint, in the absence of some constitutional or statutory provision to the contrary. Hennen, 13 Pet. 230, Parsons v. U. S., 167 U. S. 324, 17 Sup. Ct. 880, and collection of cases in 37 Cent. Dig., title "Officers," § 9, and in 29 Cyc., same title, 1371, note 72. Our law does not regard an office as a property right. Neither is the right to hold office a vested one. State ex rel. Starkweather v. Superior, 90 Wis. 612, 619, 64 N. W. 304; State ex rel. Cook v. Houser, 122 Wis. 534, 603, 100 N. W. 964. The power of amotion from office is not a judicial power, but is an administrative one, though it be exercised in a judicial manner. State ex rel. Starkweather v. Superior, supra; State ex rel. Cook v. Houser, supra; Nehrling v. State ex rel. Thal, 112 Wis. 637, 645, 88 N. W. 610.

It is clear that the limitations on the power of removal by the treasurer, if they exist, must be found in some statute or

statutes of the state and the only one which it is claimed effect the question is sec. 22, ch. 363, Laws of 1905, which reads as f lows:

"No subordinate or employe in the competitive class noncompetitive class, or the labor class of the civil service the state, who shall have been appointed under the provisic of this act, or the rules made pursuant thereto, shall be moved, suspended for more than fifteen days, discharged reduced in pay or position, except for just cause, which sha not be religious or political. In all cases of removal the appointing officer shall, at the time of such action furnish the subordinate his reasons for the same and allow him reasonable time in which to make an explanation. The resons for removal and the answers thereto shall be filed writing with the commission."

It will be observed that the treasurer, under the provisions the law quoted, might not remove a subordinate except for ju cause and that such cause should not be religious or politic. The statute makes no provision for any review, by any oth body or tribunal, of the action of an appointing officer in moving a subordinate. The important question in the case, therefore, is the determination of how far and to what extent t courts have authority or jurisdiction to review the act coplained of by the relator.

In State ex rel. Gill v. Watertown, 9, Wis. 254, the state under consideration authorized the common council of the cito remove certain officers for "due cause." No provision we made for an appeal from or review of the decision of the common council. It was held that what constituted due cause was a question of law to be determined by the courts, but the discretion vested in and exercised by such a body or tribur would not be controlled by mandamus. In other words, it we held that the courts would decide whether the cause assigned: removal was "due cause" within the meaning of the law, I would not determine whether the council was right or wrong its conclusions upon the facts that the cause assigned for remo in fact existed.

State ex rel. Kennedy v. McGarry, 21. Wis 496, involved

removal of an inspector of the house of correction by the board of supervisors of Milwaukee county. The statute authorized the removal for "incompetency, improper conduct, or other cause satisfactory to said board." The resolution removing the inspector recited that he was removed for "incompetency, improper conduct, and disobedience of the orders of the board." No provision was made in the law for a review of the decision of the county board. It was held (1) that the power of the board to discharge was absolute and its determination was final when acting within the scope of its power; (2) that if the board should attempt to discharge for a cause not recognized by law and not affecting the competency or the fitness of the employe, such action would be an excess of power and not a removal under the statute, and would be equivalent to a removal without cause—a mere arbitrary removal not warrented by statute; (3) that when the cause recognized by statute is assigned, the power to determine whether it exists or not is vested exclusively in the board, and its decisions on the facts cannot be reviewed by the courts; (4) that the only question for judicial cognizance was whether the cause assigned for removal was one for which removal might be made under the statute.

State ex rel. Willis v. Prince, 45 Wis. 610, involved the removal of the county clerk of Ashland county under a statute (sec. 6, ch. 14, R. S. 1858) which authorized the county board to remove such an officer "when in their opinion he is incompetent to execute properly the duties of his office, or when, on charges and evidence, it shall appear to said board that he has been guilty of official misconduct, or habitual or wilful neglect of duty, if, in the opinion of said board, such misconduct or neglect shall be a sufficient cause for removal." The court said that the statute gave a wide discretion to boards of supervisors, which "will not be revised or controlled except in most clear and conclusive cases of abuse." The proceeding was one of quo warranto, and the the court further held that the only questions it would consider were: "Had the board of supervisors jurisdiction, and did they make the proper order and a final adjudication in the case, and Were the records produced sufficient evidence of both?" This case is an extreme one in view of the provisions of ch. 163, Laws

of 1869, which gave the county clerk a right to appeal from th order removing him, and which seemed to contemplate that h should have a trial de novo in court.

In State ex rel. Cook v. Hauser, 122 Wis. 534, 100 N. W. 964 the construction of sec. 35, Stats. (1898), was involved. In th event of two conventions of the same party being held, the secr tary of state was required to give preference in designation • the official ballot to the nominees certified by the state central committee. The statute did not provide for any review of action of such committee in making its certification. of the court to review the decision of the committee was combat. and it was held that where a new right is created by statute a: the statute provides a method by special tribunal for the enforce ment or protection of such right, and makes no provision for review of the decision of such tribunal, the remedy given exclusive, provided the tribunal acts within its jurisdiction. 01 Justice Marshall, page 570 of 122 Wis. (100 N. W. 975, an of the present chief justice, page 595 of 122 Wis. (100 N. W 984). Such is the law elsewhere generally. Miller v. ClarF 62 Kan. 278, 62 Pac. 664; Chapman v. Miller, 52 Ohio S-166, 39 N. E. 24; People ex rel. Ward v. Roosevelt, 151 N. Y 369, 45 N. E. 840; People ex rel. Lowry v. District Court, 3 Colo. 15, 74 Pac. 896; State ex rel. Brewer v. Abbay, 82 Mis-559, 35 South. 153; State ex rel. Yates v. Crittenden, 164 Me 237, 64 S. W. 162.

We have in this case a right created by statute by whic certain state employes may not be discharged except for jucause, and the power of removal for such cause is vested in tlappointing officer, with no provision in the law for reviewinh his decision, so that the situation is similar to that before tourt in State ex rel. Cook v. Houser, supra.

The instances are numerous where public officers, pubboards, and nonjudicial bodies are required, in the performance of their duties, to pass upon and decide questions of fact. Vaous state officers, boards of review, commissioners in laying confighways, the board of dental examiners, the board of contrate the board of regents, and numerous other kindred bodies the might be mentioned fall within the catagory. In the absence

a statute giving the right to review on the merits, errors in judgment committed by such persons or bodies will not be reviewed by the courts. The ultimate decision on questions of fact must rest somewhere, and, when the question presented is one pertaining to legislative rights and privileges, the decision of the special tribunal appointed to decide the question is final, if it acts within its jurisdiction and not arbitrarily, and no review is provided for. State ex rel. Coffey v. Chittenden, 112 Wis. 569, 88 N. W. 587; State ex rel. Vilas v. Wharton, 117 Wis. 558, 94 N. W. 359; State ex rel. Augusta v. Losby, 115 Wis. 57, 90 N. W. 188; State ex rel. Heller v. Lawler, 103 Wis. 460, 79 N. W. 777; State ex rel. N. C. Foster L. Co. v. Williams, 123 Wis. 61, 100 N. W. 1048. Moreover, the cases hold that mandamus will not lie to control or view the exercise of the discretion of any Court, body, or officer when the act performed is judicial or Quasi-judicial. While mandamus may be invoked to compel the exercise of the discretion vested, it cannot compel such discretion to be exercised in any particular way. State ex rel. Gericke - Ahnapee, 99 Wis. 322, 326, 74 N. W. 783; State ex rel. Fourth Nat. Bank v. Johnson 103 Wis. 591, 622, 79 N. W. 1081; State ex rel. Court of Honor v. Giljohann, 111 Wis. 377, 386, 87 N. W. 245; State ex rel. Coffey v. Chittenden, 112 Wis. 569, 574, 88 N. W. 587; State ex rel. Ginn v. Wilson, 121 Wis. 523, 526, 99 N. W. 336; State ex rel. Rudolph v. Hutchinson, 134 Wis. 283, 287, 114 N. W. 453; State ex rel. Vanderwall v. Mayor, etc., 134 Wis. 437, 442, 114, N. W. 802; State ex rel. Davern v. Rose. past. p.—, 122 N. W. 751.

We can see nothing in the civil service law that would warrant giving it any other or different construction from that almost in iformly given to other acts involving situations similar to the presently under consideration. The purpose of the legislature in passing the act was apparent. We do not perceive how conclusion reached will operate to defeat or impair that prose. It is not to be presumed that officers to whom the ople of the state have intrusted important public functions il violate their oaths of office and become perjurers because may want to remove one employe to make place for other. In case of removal the right of selection is ordinarily

limited to choosing a successor from one of three names certiby the civil service commission. The presumption is that pul officers will obey the laws and not wantonly and crimina violate them, and the legislature may well have had in m the advisability of placing the absolute power of discharge just cause in the heads of departments, so that a high degree efficiency and discipline might be maintained and the pub business might be transacted with accuracy and with reason able promptness. The causes for removal assigned by the sta treasurer in the present case were just causes for removal witl the meaning of sec. 22, ch. 363, Laws of 1905. The treasu acted within his jurisdiction in making the removal for cause specified, and there is nothing to show that he ac arbitrarily, or otherwise than in perfect good faith, in mak Whether he was right or wrong in reaching the conclus which he did on the facts is not a question for the courts decide. The decision of that question has, wisely we thi been left with the treasurer and not with the courts. Indeed. question discussed has been so frequently decided that a m citation of the authorities should suffice.

It follows that the motion of the defendant to take the c from the jury and dismiss the action should have been gran. This view of the case renders the errors complained of on trial immaterial with one exception. Objection was made to allowance of witness fees paid two jurors, amounting to \$6 for attendance upon the hearing of the motion for a new to which was in part based on alleged misconduct of one of jurors. We think the items were properly taxed and that judgment appealed from is correct.

By the Court.—Judgment affirmed.

TIMLIN, J., took no part.

THE CIVIL SERVICE LAW.

DEFINITIONS.

SECTION 1. When used in this act:

- 1. The term "commission" signifies the state civil service commission.
- 2...The term "civil service" signifies all offices and positions of trust or employment, including mechanics, artisans and laborers, in the service of the state, except offices and positions in the militia.
- 3. The term "appointing officer" signifies the officer, commission, board or body, having the power of appointment, or election to, or removal from, subordinate positions in any office, department, commission, board or institution.
- 4. The terms "subordinate" and "employee" signify any person holding a subordinate position subject to appointment, removal, promotion, or reduction, by an appointing officer.

GENERAL PROVISIONS.

SECTION 2. After the passage of this act, appointments to, and promotions in the civil service of this state shall be made only according to merit and fitness, to be ascertained as far as practicable by examinations, which so far as practicable, shall be competitive. After the expiration of six months from the passage of this act, no person shall be appointed, transferred, removed, reinstated, promoted or reduced as an officer, clerk, employee or laborer in the civil service under the government of this state in any manner, or by any means, other than those prescribed in this act,

STATE CIVIL SERVICE COMMISSION; HOW CREATE COMPENSATION.

SECTION 3. As soon as this act shall go into fect the governor shall, by and with the advice a consent of the senate, appoint three persons to ser one for six years, one for four years, and one i two years, as civil service commissioners, and t said three commissioners shall constitute the ci service commission of this state. Every alterna year therafter, the governor, with the consent the senate, shall appoint one person as the success of the commissioner whose term shall expire, serve for the term of six years from the date of 1 appointment, and until a successor is appointed a qualified. The governor may remove any comm sioner at any time for inefficiency, neglect of du or malfeasance in office. At no time shall me than two commissioners be adherents of the sa political party. Any vacancy in such commiss shall be filled by appointment by the governor, s ject to confirmation by the senate, but any appoi ment shall be in full force until acted upon by senate. The commissioners shall hold no other crative administrative office under the United Sta or the state of Wisconsin. Each commissioner st be paid ten (\$10.00) dollars per diem for the ti actually and necessarily devoted to his official du not exceeding one hundred days each year, and necessary expenses incurred in the discharge of official duties. Each commissioner shall qualify filing with the secretary of state an oath to perfc faithfully the duties of his office.

OFFICERS AND EMPLOYEES OF THE COMMISSION.

Chief Examiner; compensation. Section 4. The civil service commission relect one of its members president, and may empla chief examiner, who shall be ex-officio secreta at a salary of \$2,500 per year, a stenographer

not to exceed \$840 per year, and may employ such additional clerks or examiners as may be necessary. Said employees shall be paid necessary expenses actually incurred in the discharge of their official duties. The commissioners may designate persons in or out of the official service of the state or of any city or county who shall, if in the service, with the consent of the head of the department or office in which such person serves, act as local examiner. Such persons in the official service in the performance of such duties as the commission shall direct, shall be under the direct and sole control of the commission, and their duties shall be considered part of the duties of the office in which they are serving, and time shall be allowed therefor during office hours and no extra compensation shall be paid such officers for such (As amended June 19, 1907.) service.

Section 5. The commission shall be provided with suitable office accommodations in the capitol building at Madison, and it shall be the duty of the officials having control of municipal and county buildings to furnish convenient offices and rooms for examinations, and necessary furniture, heat and light, for the accommodation of local examiners and registrars upon requisition by the commission. The commission shall be furnished by the state superintendent of public property with stationery, printing, supplies, postage and an official seal, and other articles which it may require. All salaries, expenses and disbursements of the commissioners and their subordinates and employees, shall be paid out of the state treasury, as the salaries and expenses of other state officers are paid, and a sum sufficient to carry out the provisions of this act not exceeding the sum of fifteen thousand dollars per annum, is hereby appropriated, of which sum \$2,000 is specifically set aside for the compensation of local examiners. (As amended June 19, 1907 and June 20, 1909.)

PUBLIC OFFICERS' DUTIES.

Restrictions on the power of appointing officers.

Penalty for appointments con-

It shall be the duty of all officers SECTION 6. this state to conform to and to comply with and aid in all proper ways in carrying into effect the pi visions of this act and the rules and regulations p scribed thereunder and any modification there No appointing officer shall, after six months from the date of the passage of this act, select or appo any person for appointment, employment, pron tion or reinstatement, except in accordance with 1 provisions of this act and the rules and regulation prescribed thereunder. Any person employed appointed contrary to the provisions of this act or the rules and regulations established thereund trary to law shall be paid by the officer, or officers so employi or appointing, or attempting to employ or appo him, the compensation agreed upon for any serv performed under such appointment or employme or attempted appointment or employment, or case no compensation is agreed upon, the act value of such services and any expenses incurred connection therewith, and shall have a cause of tion against such officer or officers, or any of the for such sum or sums and for the costs of the acti No public officer shall be reimbursed by the st for any sums so paid or recovered in any such acti

> POWERS OF THE COMMISSION TO MAKE AND ENFO! RULES AND REGULATIONS.

> Section 7. The civil service commission shall Prescribe, amend and enforce rules & regulations for carrying into effect the provisions All rules so prescribed shall be subject the approval of the governor, and they may fr time to time, subject to like approval, be added amended or rescinded, provided however, that if governor takes no action on a rule or amendm submitted to him within a period of ten days fr

the date of its submission, then the rule or amend ment shall become effective as though approved by the governor.

ecords.

SECOND. Keep minutes of its own proceedings and records of its examinations and other official actions. All recommendations of applicants for office received by the said commission, or by any appointing officer, shall be kept and preserved by the commission, and all such records, recommendations of former employers excepted, and all written causes of removal and answers therto filed with it, shall, subject to reasonable regulations, be open to public inspection.

wer to instigate the forcement law, rules regulaThird. Make investigations, either sitting as a body or through a single commissioner, concerning all matters touching the enforcement and effect of the provisions of this act, and the rules and regulations prescribed thereunder concerning the action of any examiner or subordinate of the commission and any person in the public service, in respect to the execution of the act, and in the course of such investigations, each commissioner and the secretary and the cheif examiner shall have the power to administer oaths and affirmations, and to take testimony.

dicial Ters.

Fourth. Have power to subpoena and require the attendance in this state of witnesses and the production thereby of books and papers pertinent to the investigation and inquiries hereby authorized, and to examine them and such public records as it shall require in relation to any matter which it has authority to investigate. In the discretion of the commision fees may be allowed to witnesses, and on their certificate, duly audited, shall be paid by the state treasurer, for attendance and traveling as provided in section 4067 of the statutes of 1898. officers in the civil service, and their deputies, clerks, subordinates and employees, shall attend and testify when requested to do so by said commission. Any disobedience thereto, or neglect of any subpoena issued by the said commissioners, or any one of them.

or their secretary or chief examiner, to any per or the refusal of any witness to testify to any ma regarding which he may lawfully be interroga shall be held a contempt of court, and it shall be duty of the circuit court of any county, or of judge thereof, on application of the commission any commissioner, to compel the obedience by tachment proceedings for contempt, as in the cas disobedience of the requirements of a subpoena sued from such court, or a refusal to testify ther

Biennial report. Fifth. Make a biennial report to the gover on or before the first day of December in each a numbered year, showing its own actions, and rand regulations and all the exceptions thereto force, and the practical effects thereof, and any gestions it may approve for the more effectual complishment of the purposes of this act. It shalso give the names and separate compensation all persons employed by the commission during preceding year and the purposes of such employed ment. Such reports shall be immediately prin for public distribution, and shall be transmitted the legislature when next convened.

UNCLASSIFIED SERVICE.

The civil service shall be divi SECTION 8. into the unclassified service and the classified se ice. The unclassified service shall comprise: officers elected by the people. All officers and ployees appointed by the governor whether sub to confirmation or not. All officers and employ in any department for the creation of which a v of two thirds of all the members elected to e house is required. All presidents, deans, prin pals, professors, instructors, scientific staff; other teachers in the university, normal or pu schools, the library staff in any library maintai wholly or in part of state expense, the superint dent, warden or other head of the state reformate charitable and penal institutions. All persons

pointed by name in any statute. All legislative officers. The classified service shall comprise all positions not included in the unclassified service.

POWERS AND DUTIES OF COMMISSION TO MAKE CLASSIFICATION.

SECTION 9. Within six months after the passage of this act and the appointment of the civil service commissioners as herein provided, the commission shall put into effect rules for the classification of the offices, places and employments now or hereafter created in the classified service of this state. in the same time the commission shall also make rules and regulations providing for examinations for positions in the classified service of the state, appointments to, removals from, and promotions and reductions therein, and for such other matters as are necessary to carry out the purposes of this act. notice of the contents of such rules and regulations and of any modifications thereof shall be given by mail in due season to appointing officers affected thereby and said rules, regulations and modifications shall also be printed for public distribution. All original appointments to the competitive and non-competitive classes and the labor class of the classified service shall be for a probationary period of one, two or three, months in the discretion of the appointing officer, but dismissal for cause may be made during such period. If at the close of this probationary term the conduct or capacity of the probationer has not been satisfactory to the appointing officer, the probationer shall be notified in writing that he will not receive absolute appointment; otherwise his retention in the service shall be equivalent to his final and absolute appointment. commission shall require of all officers or employees at present in the civil service falling within the provisions of this law as well as of all persons appointed after the passage of this act and before the rules shall take effect, except officers or employees of the

Probationary Deriod.

Mon-competitive examination of original incombents.

several state reformatory, charitable and penal institutions, a non-competitive examination as a conction of continuing in the service longer than a months after the adoption of the rules provided f in this section. Reasonable notice of examination shall be given to such officers and employees.

EXAMINATIONS.

Section 10. All examinations for positions the classified service shall be practical in characte and shall relate to those matters which will fair test the capacity and fitness of the persons examine to discharge the duties of the office or employme sought by them, giving due allowance for expeence in the same or similar positions. The compe tive examinations shall be free and open to all a plicants who are citizens of the United States a of the state of Wisconsin, and who shall have filled the preliminary requirements stated in sect: 11 of this act and shall be held at such times a places as shall, in the judgment of the commissic most nearly meet the convenience of applicants ar the needs of the service. Examinations of a tec nical or special character, or where requirements a peculiarly within the knowledge of the office, instittion or department in which appointment is to ! made, shall be proposed by the incumbent of suc office or head of such institution or department, a by persons having knowledge and experience in the same or similar employments. It is the declare policy of the state that under the operation of th act there shall be fair distribution throughout th state of persons excepted for the classified service and to that end examinations shall be held simu taneously at at least one convenient point in each county of the state but the commission may requi candidates who have satisfied the preliminary as written requirements, to undergo a supplementa examination in cases where tests for manual slor use of instruments in constructive work may necessary, at one or more designated places in t state. (As amended June 19, 1907.)

APPLICATIONS.

SECTION 11. The civil service commission shall require persons applying for admission to any examination provided for under this act, or under the rules and regulations of the said commission, to file in its office a reasonable time prior to the proposed examination a formal application, in which the applicant shall state under oath or affirmation:

- 1. His full name, residence and post office address.
- 2. His nationality, age, and the place and date of his birth.
- 3. His health and his physical capacity for public service.
- 4. His business and employments and residences for at least the five previous years.
- 5. Such other information as may reasonably be required touching the applicant's merit and fitness for the public service.

Blank forms for such applications shall be furnished by the comission without charge to all persons requesting the same. The commission may require in connection with such application such certificates of citizens, physicians or others having knowledge of the applicant as the good of the service may require. The commission may refuse to examine the applicant, or after examination to certify an eligible, who is found to lack any of the preliminary requirements established by the commission for the examination for the position or employment for which he applies, or who is physically so disabled as to be rendered unfit for the performance of the duties of the position to which he seeks appointment, or who is addicted to the habitual use of intoxicating liquors to excess, or has been guilty of any crime or of infamous or notoriously disgraceful conduct, or who has been dismissed from the public service for delinquency or misconduct, or who has made a false statement of any material fact, or practiced, or attempted to practice, and deception or fraud in his application, in his certi-

tions may rejected.

Applicants in the mechanical trades.

ficate, in his examination, or in securing his eligibility or appointment or refuses to furnish testimony as required in section 7 of this act. Applicants for positions in the recognized mechanical trades must have had practical experience for such periods as the commission may prescribe. Whenever the said commission refuses to examine an applicant or after an examination to certify an eligible, as provided in this section, then said commission, if requested by the person so rejected, shall give to him a full and explicit statement of the exact cause of such refusal to examine or to certify as the case may be. When any position to be filled involves fiduciary responsibility, the appointing officer, where otherwise permitted by law, may require the appointee to furnish bond or other security, and shall notify the commission of the amount and other details thereof; provided, however, that any surety company, the bonds of which are accepted by a judge of any court of record in this state, shall be a sufficient security on any such bond.

DIVISIONS OF CLASSIFIED SERVICE.

Section 12. The offices, positions and employments in the classified service of the state shall be arranged by the civil service commission in five classes to be designated as the exempt class, the competitive class, the non-competitive class, the labor class and legislative employees.

CLASSIFICATION IN PENAL AND CHARITABLE INSTITUTIONS.

Section 13. The superintendents or heads of the several state reformatory, charitable and penal institutions shall, within thirty days, arrange all positions connected with their respective institutions, into classified lists, conforming as near as may be to the spirit and purpose of this act, and such classifications, when approved by the tate board of control, shall be

adopted by the commission as the classifications in such respective institutions, and adequate eligible lists shall be made up and so far as possible at all times kept by the commission from which appointments shall be made in such institutions. But the provisions of this act with reference to removals, suspensions, discharges, reductions in pay or position, transfers and reinstatements shall not be applicable in such cases, except that they shall be made for just cause, which shall be neither religious nor political. institutions emergency appointments and appointments when no suitable person is on an eligible list may be made otherwise than from such list. such persons when so appointed shall have the same rights as though taken from an eligible list, except that they may be subjected to such test as to merit and fitness as shall be prescribed by the commission.

Transfers and re-instatements.

Emergency of appoint-

EXEMPT CLASS.

SECTION 14. The following positions shall be included in the exempt class:

- 1. One deputy or assistant of each principal executive officer and the chief clerk or secretary of any board or commission.
- 2. One stenographer for each appointing officer, board or commission.
- 3. The clerks and other assistants and employees of the supreme court.
- 4. In addition to the above there may be included in the exempt class all other offices or positions, except laborers, for the filling of which competitive or non-competitive examinations shall be found by the civil service commission to be impracticable on account of the temporary character of the employment or for special reasons satisfactory to the commission. But no office or position shall be deemed to be in the exempt class unless it is specifically named in such class in the rules, and the reasons for such exemptions shall be stated separately in the reports of the

said commission. Not more than one appointments shall be made to or under the title of any such office or position unless a different number is specifical mentioned in the rules. No office or position shall classified by the commission in the exempt class except after public hearing by the commission or a member or the chief examiner thereof. Suitapublic notice of such hearings shall be given by said commission. At any such hearing any tax-pay of this state shall have the right to be heard, eithin person or by counsel, either in opposition to or favor of the proposed exemption. Appointments the exempt class may be made without examination.

COMPETITIVE CLASS.

Section 15. The competitive class shall include a positions for which it is practicable to determine tl merit and fitness of applicants by competitive exar inations, and shall include all positions and emplo ments now existing or hereafter created, of whatev functions, designations or compensation, in each a every branch of the classified service, except such sitions as are in the exempt class, the non-competit class, or the labor class. Appointments shall be ms to or employment shall be given in all positions in 1 competitive class that are not filled by promotic reinstatement, transfer or reduction under the pr visions of this act and the rules made in pursuance thereof.by appointment from among those certifie to the appointing officer in accordance with the provisions of section 16 of this act. The term of eligi bility of an applicant shall be fixed for each list by th civil service commission at not less than one, nor mor than three years. Appointments shall be made from the eligible list most nearly appropriate, and a ne and separate list shall be created for a stated positic only when there is no appropriate list existing fro which appointments may be made. No person sha be appointed or employed under any title not appr

Appointments.

Term of eligibility.

priate to the duties performed, and no person shall be transferred to, or assigned to perform the duties of. any position subject to a competitive examination. unless he shall have previously passed an open competitive examination equivalent to that required for such position.

APPOINTMENTS IN COMPETITIVE CLASS.

otice of va-

ertification

i eligibles.

When eligibles may be dropped from

SECTION 16. Notice shall be given in writing by the appointing officer to the civil service commission of the existence of any vacancy or vacancies in any office or employment in the competitive class under the provision of this act, and within ten days after the receipt of such notice the commission shall certify from the register of eligibles appropriate for the group in which the position to be filled is classified. the three names at the head thereof which have not been certified three times to the department or office in which the vacancy exists. Whenever eligibles are certified, they must always be those candidates who have been graded highest in an examination held in pursuance of this act and the rules made in accordance therewith, except that where practicable, other conditions being equal, the rules shall provide for a preference in favor of veterans of the late civil war. In every case after a name has been certified three times, it may be dropped from the list by the commission, but certificates for temporary appointment shall not be counted as one of such certifications. be the duty of the appointing officer to appoint on probation with sole reference to merit and fitness one of the said candidates whose name shall have been certified in the manner above set forth to fill such vacancy then existing in the office or employment aforesaid; unless objection shall be made and sustained by the commission to one or more of the persons certified for any of the reasons stated in section 11 of this act; provided, however, that the provisions of this section may be altered by the commission when the office or employment comes within those where

THE CIVIL SERVICE RULES.

In accordance with the provisions of chapter 363, of the la of 1905 the following rules have been prepared for the regul tion of the classified civil service of the state of Wisconsin:

Note: Inasmuch as the law is very comprehensive and detail in its provisions, it has been found necessary for the guidance the reader to reprint many of its more specific provisions in constion with the rules under the heading to which they refer. Trules prepared by the commission are numbered. The provisions he law are designated by letters of the alphabet.

CLASSIFICATION.

RULE I.

a. The civil service shall be divided into the unclassified serv

and the classified service. (From section 8.)

b. The unclassified service shall comprise: All officers elected the people. All officers and employes appointed by the govern whether subject to confirmation or not. All officers and employes any department for the creation of which a vote of two-thirds of a the members elected to each house is required. All presidents, dean principals, professors, instructors, scientific staff and other teacher in the university, normal or public schools, the library staff in at library maintained wholly or in part at state expense, the superitendent, warden or other head of the state reformatory, charitab and penal institutions. All persons appointed by name in any statut All legislative officers. (From section 8.)

c. The classified service shall comprise all positions not include

in the unclassified service. (From section 8.)
d. The offices, positions and employments in the classified service the state shall be arranged by the civil service commission in fi classes to be designated as the exempt class, the competitive class the non-competitive class, the labor class and legislative employ (From section12.)

CLASSIFIED SERVICE.

RULE II.

Exempt Class.

a. Appointments in the exempt class may be made without exa (From section 14.) ination.

b. The following positions shall be included in the exempt class: One deputy or assistant of each principal executive officer and chief clerk or secretary of any board or commission.

One stenographer for each appointing officer, board or commission.

The clerks and other assistants and employes of the supreme cou (From section 14.)

3. Where the services to be rendered by an appointee are for a temporary period not to exceed one month, and the need of such service is important and urgent, the appointing officer may select for such temporary service any person on the proper list of those eligible for the permanent appointment without regard to his standing on such list. Successive temporary appointments to the same position shall not not be made under this provision. The acceptance or refusal by an eligible of a temporary appointment shall not affect his standing on the register for permanent employment, nor shall the period of temporary service be counted as a part of the probationary service in case of subsequent appointment to a permanent position.

PROMOTIONS.

Section 18. Vacancies in positions in the competitive class shall be filled, so far as practicable, by promotions from among persons holding positions in a lower grade in the department, office, or institution in which the vacancy exists, under rules and regulations made and enforced by the civil service commission. Promotions shall be based upon merit and fitness to be ascertained by examinations to be provided by the commission and upon the superior qualifications of the person promoted as shown by his previous service, due weight being given to seniority and experience. The commission may prescribe forms and rules for reports to be made by the proper officer on the efficiency of their subordinates and employees. purposes of this section an increase in the salary or other compensation of any person holding an office or position within the scope of the rules in force hereunder.beyond the limit fixed for the grade in which such office or position is classified, shall be deemed a promotion. No promotion shall be made to a position in the competitive class from a position in another class, except that persons holding positions in the labor class may be promoted to positions in the lowest

Ports of pointing Beers on efiency of bordinates

iginal enince qualiitions rered.

- d. In the office of the State Superintendent of Public Instruction:
- 1. All members of the Board of Examiners for state teachers' certificates, three positions.

(Classified March 23, 1906.)

- e. In the employment of the State Civil Service Commission:
- 1. The position of local examiner for the Civil Service Commission, where the compensation does not exceed \$50 per annum. (Classified August 10, 1907.)
- f. In the State Geological and Natural History Survey:
 - 1. All members of the scientific staff.

(Classified March 23, 1906.)

- g. In the State Penal and Charitable Institutions:
 - 1. The Chaplain.

(Classified March 23, 1906.)

- h. In the department of the State Dairy and Food Commission:
- 1. Special counsel as provided for in Section 1410-a, Statutes of 1898, as amended by Chapter 193, Laws of 1905, and expert agents for the inspection of cheese factories and creameries, when no cost for compensation or traveling expenses shall thereby be incurred by the dairy and food commissioner.

(Classified March 23, 1906.)

RULE III.

Competitive Class.

- a. The competitive class shall include all positions for which it is practicable to determine the merit and fitness of applicants by competitive examinations, and shall include all positions and employments now existing or hereafter created, of whatever functions, designations or compensation, in each and every branch of the classified service, except such positions as are in the exempt class, the non-competitive class, or the labor class. (From section 15.)
- 1. All positions in the competitive class shall be arranged in accordance with the following classification:

ment there is not required in the opinion of the civil service commission examination involving essential tests or qualifications different from or higher than those involved in the examination for the original entrance to the position formerly held by the person proposed to be reinstated.

NON-COMPETITIVE CLASS.

Section 20. The non-competitive class shall include such positions as are not in the exempt class or the labor class, and which it is impracticable to include in the competitive class. Appointments to positions in the non-competitive class shall be made after such non-competitive examination as is prescribed by the rules of the commission. The commission shall state in its annual report the number of persons who come within this class, and the character of their services.

. LABOR CLASS.

SECTION 21. The labor class shall include ordinary unskilled laborers. Vacancies in the labor class shall be filled by appointment from lists of applicants registered in their respective localities by the civil service commission according to rules and regulations determined by said commission except in cases of temporary employment. There may be separate lists of applicants for different kinds of labor or employments and the commission may establish separate labor lists for various localities, institutions and departments. Where the labor service of any institution or department extends to separate localities the commission may provide separate registration lists for each district or locality. The commission shall require an applicant for registration for the labor service before he can be registered to furnish such evidence or to pass such examination as they may deem proper with respect to his age, residence, physical condition, ability to labor, sobriety, industry, capacity and experience in the employment for which he applies.

otal regis.

Framination

REMOVALS, SUSPENSIONS AND REDUCTIONS.

SECTION 22. No subordinate or employee in the competitive class, non-competitive class, or the labor class of the civil service of the state, who shall have been appointed under the provisions of this act or the rules made pursuant thereto, shall be removed, suppended for more than fifteen days, discharged, or reduced in pay or position, except for just cause, which shall not be religious or political. In all cases of moval the appointing officer shall, at the time of supperson, furnish to the subordinate his reasons for same and allow him a reasonable time in which make an explanation. The reasons for removal the answer thereto shall be filed in writing with commission.

ROSTER OF CLASSIFIED SERVICE.

Section 23. No person shall be appointed to employed in any position in the classified service fwhich rules have been prescribed pursuant to the pr visions of this act, until he has passed an examintion or is shown to be specially exempted from suc examination in conformity with the provisions c this act and of the rules made pursuant thereto. shall be the duty of each appointing officer of th state to report to the civil service commission fortl with in writing upon such appointment or emploment, the name of such appointee, or employee, the title and character of his office or employmen whether on probation or absolute appointment, th date of commencement of service by virtue thereo and the salary or compensation thereof, and to re port from time to time, and, upon the date of th official action, in, or knowledge of each case, an separation of a person from the service or any promotion, reduction, transfer, reinstatement, or other change therein, and such other information as the civil service commission may require in order to kee the roster hereinafter mentioned. The civil service commission shall keep in its office an official roster

Duty of ap. pointing officers to report to commission.

Roster.

the classified civil service of this state and shall enter thereon the name of each and every person who has been appointed to, employed, promoted, reduced or reinstated in any position in such service, upon such evidence as it may require or deem satisfactory that such person was appointed to, employed, promoted, reduced, or reinstated in the service in conformity with the provisions of this act and the rules adopted pursuant thereto. This roster shall be open to public inspection at all reasonable hours. roster shall show in connection with each name the date of appointment, employment, promotion, reduction or reinstatement, the compensation of the position, the title of the position, and the nature of the duties thereof, and the date and cause of any termination of such office or employment. The commission shall have access to all public records and papers, the examination of which will aid in the discharge of its duties in connection with said roster.

blicity.

CERTIFICATION OF PAY-ROLLS.

strictions secretary state and e state easurer.

Section 24. It shall be unlawful for the secretary of state, or other fiscal officer of this state to draw, sign, or issue, or to authorize the drawing, signing or issuing of any warrant on the treasurer or other disbursing officer of the state, or for the treasurer or other disbursing officer of the state to pay any salary or compensation to any officer, clerk, employee, or other person in the classified service of the state, unless an estimate, payroll or account for such salary or compensation containing the names of every person to be paid, shall bear the certificate of the civil service commission that the persons named in such estimate, pay-roll, or account have been appointed, employed, reinstated or promoted in pursuance of this act. Any officer, clerk, employee, or other person entitled to be certified by said commission to the secretary of state or other fiscal or disbursing officer of the state, as having been appointed or employed in pursuance of law and of the rules made in pursuance of law, and refused such certifi-

Mandamus to compel certification.

cate, may maintain a proceeding by mandamus compel such commission to issue such certification Any sums paid contrary to the provision of this: tion may be recovered from any officer or offic making such appointments in contravention of provisions of law or of the rules made in pursua of law or from any officer signing or countersign or authorizing the signing or countersigning of warrant for the payment of the same or from sureties on the official bond of any of said office in an action in the circuit court of any county wit the state, maintained by the civil service commiss or of any member thereof, or by a citizen resid therein, who is assessed for, and liable to pay. within one year before the commencement of action has paid, a state, city, or county tax wit this state. All moneys recovered in any brought under this section must; when collected paid into the treasury of the state or of the procity or county therof, except that such citizen be plaintiff in any such action shall be entitled to ceive for his own use the taxable cost of such ac and five per cent of the amount recovered as at ney's fees.

Action to recover unlawful payments of salary.

RECOMMENDATIONS.

Section 25. No recommendation for any per who shall apply for office or place, of for exam tion or registration under the provisions of this or of the rules established pursuant thereto, exc as to character, and, in the case of former employ as to ability, shall be given to, or considered by person concerned in making any examination, retration, appointment, promotion, or reinstaten under this act, and the rules made pursuant the No recommendation whatsoever shall relate to political or religious opinions of any applicant, recommendation for the promotion of any person the classified service shall be considered by any cer concerned in making promotions except it made by the officer or officers under whose su

vision or control such employee is serving. Any recommendations made contrary to the provisions of this section with the knowledge and consent of the applicant or employee shall be sufficient cause for refusing his application or appointment, or for debarring him from the promotion proposed, and a repetition of the offense shall be sufficient cause for removing him from the service.

POLITICAL AND RELIGIOUS AFFILIATIONS

Section 26. No question in any from of application or in any examination shall be so framed as to elicit information concerning the political or religious opinions or affiliations of any applicant, nor shall any inquiry be made concerning such opinions or affiliations and all disclosures thereof shall be discountenanced. No discriminations shall be exercised, threatened, or promised, by any person in the civil service against or in favor of any applicant, eligible, or employee in the classified service because of his political or religious opinions or affiliations.

MISDEMEANOR TO OBSTRUCT RIGHT OF EXAMINATION.

Section 27. Any commissioner, or examiner, or any other person who shall willfully by himself or in co-operation with one or more persons, defeat, deceive or obstruct any person in respect of his or her right of examination or registration, according to this act, or to any rules or regulations prescribed pursuant thereto, or who shall willfully or corruptly, falsely mark, grade, estimate or report upon the examination or proper standing of any person examined, registered or certified, pursuant to the provisions of this act, or aid in so doing, or who shall willfully or corruptly make any false representations concerning the same, or concerning the person examined, or who shall willfully or corruptly furnish any person any special or secret information for the purpose of either improving or injuring the prospects or chances of any person so examined, registered or

Palse repreentations.

False personation in examination.

certified, being appointed, employed or promoted, who shall personate any other person, or permit aid in any manner any other person to personate I or her, in connection with any examination, or retration or application or request to be examined registered, shall for each offense be deemed guilty a misdemeanor.

POLITICAL ASSESSMENTS.

Section 28. No officer, agent, clerk or employ under the government of the state shall, directly indirectly solicit or receive, or be in any manner co cerned in soliciting or receiving, any assessmen subsciption or contribution. or political service whether voluntary or involuntary, for any politic purpose whatever, from any officer, agent, clerk employee of the state. Every said officer, agei clerk or employee who may have charge or control any building, office, or room occupied for any pu pose of said government is hereby authorized to pl hibit the entry of any person, and he shall not pern any person to enter the same for the purpose therein making, collecting, receiving or giving notic of any political assessment, subscription or contrib tion, and no person shall enter, or remain in a said office, building, or room, or send or direct a letter or other notice thereto, for the purpose giving notice of, demanding or collecting a politic assessment, subscription or contribution, nor sh any person therein give notice of, demand, collect receive, any such assessment, subscription or cont bution. Any person who shall be guilty of violati any provision of this section shall be guilty of a m demeanor.

Misdemean-

OFFICIAL INFLUENCE.

SECTION 29. Whoever, while holding any pub office, or in nomination for, or while seeking a no ination or appointment for, any public office, shuse or promise to use, whether directly or indirect

any official authority or influence (whether then possessed or merely anticipated) in the way of conferring upon any person, or in order to secure or aid any person in securing any office or public employment or public contract or any nomination, confirmation, promotion, or increase in salary, upon a consideration or condition that the vote or political influence or action of the last named person or any other, shall be given or used in behalf of any candidate. officer or party, or upon any other corrupt condition or consideration, shall be deemed guilty of bribery, or an attempt at bribery as the case may be. whoever, being a public officer or having or claiming to have, authority or influence for or affecting the nomination, public employment, confirmation, promotion, removal, increase or decrease of salary, or position of any public officer, shall use, or promise or threaten to use, any such authority or influence, directly, or indirectly, in order to coerce or persuade the vote or political action of any citizen, or the removal, discharge or promotion of any officer or public employee, or upon any other corrupt consideration, shall also be guilt of bribery or of an attempt at bribery as the case may be. Every person found guilt of such bribery or of an attempt to commit the same as aforesaid, shall, upon conviction thereof, be liable to be punished by a fine of not less than one hundred dollars nor more than three thousand dollars, or to be imprisoned not less than ten days nor more than two years, or to both said fine and imprisonment in the discretion of the court. The phrase "public officer" shall be held to include all public officials in this state, whether paid directly or indirectly from the public treasury of the state, or by fees or otherwise, and the phrase "public employee" shall be held to include every person not being an officer who is paid from said treasury of the state.

zaity.

ic of defined.

e de-

RULE V.

Applicants.

- a. The competitive examinations shall be free and open to all applicants who are citizens of the United States and of the state of Wisconsin and who have fulfilled the preliminary requirements stated in section 11 of this act, and shall be held at such times and places as shall, in the judgment of the commission, most nearly meet the convenience of applicants and the needs of the service. (From section 10.)
- b. The commission may require in connection with such application such certificates of citizens, physicians, or others having knowledge of the applicant as the good of the service may require. (From
- c. The commission may refuse to examine the applicant, or after examination to certify an eligible, who is found to lack any of the preliminary requirements established by the commission for the examination for the position or employment for which he applies, or who is physically so disabled as to be rendered unfit for the performance of the duties of the position to which he seeks appointment, or who is addicted to the habitual use of intoxicating liquors to excess, or has been guilty of any crime or of infamous or notoriously disgraceful conduct, or who has been dismissed from the public service for delinquency or misconduct, or who has made a false statement of any material fact, or practiced, or attempted to practice, any deception or fraud in his application, in his certificate, in his examination, or in securing his eligibility or appointment, or refuses to furnish testimony as required in section VII of this act. (From section 11.)
- e. Whenever the said commission refuses to examine an applicant or after an examination to certify an eligible, as provided in this section then said commission, if requested by the person so rejected, shall give to him a full and explicit statement of the exact cause of such refusal to examine or to certify as the case may be. (From section 11.)

RULE VI.

Applications.

- a. The civil service commission shall require persons applying for admission to any examination provided for under this act, or under the rules and regulations of the said commission, to file in its office a reasonable time prior to the proposed examination, a formal application, in which the applicant shall state under oath or affirmation:

 - His full name, residence and post office address.
 His nationality, age and the place and date of his birth.
 His healtn and his physical capacity for public service.
 - 4. His business and employments and residences for at least the five previous years.
 - 5. Such other information as may be reasonably required touching the applicant's merit and fitness for the public service. (From section 11.)
- b. Blank forms for such applications shall be furnished by the commission without charge to all persons requesting the same. (From section 11.)

REPEALS.

Section 33. All acts and parts of acts inconsistent with this act are hereby repealed.

ENABLING CLAUSE.

Section 34. This act shall take effect and be in force from and after its passage and publication.

Approved June 14, 1905.

aminer at Madison suitable accommodations for holding examinations and upon request furnish applicants with application blanks and distribute such printed rules, regulations and information as may be furnished by the Commission. All members of the local examining board shall, so far as possible, be present at all examinations and shall assist in enforcing the rule and regulations of the Commission governing examinations antake such measures as may be necessary to insure fairness.

- 5. In case of the temporary disability of the supervising emaniner, the local board may designate some other member take charge of the examination and in an emergency may procure such outside assistance as may be deemed necessary.
- 6. No person shall be admitted to examination who does no present an admission card issued to him by the state civil service commission.
- 7. The local examiners may receive applications for positions in the labor class and, except when otherwise ordered, shall immediately forward them to the chief examiner at Madison.
- 8. Local examiners shall not incur expense in connection with examinations beyond necessary stationery, postage and supplies except at the direction of the commission or of the chief examiner.

RULE IX.

Examinations.

- a. All examinations for positions in the classified service shall be practical in character and shall relate to those matters which will fairly test the capacity and fitness of the persons examined to discharge the duties of the office or employment sought by them, giving due allowance for experience in the same or similar positions. (Frosection 10.)
- b. Examinations shall be held at such times and places as shall, the judgment of the commission, most nearly meet the convenient of applicants and the needs of the service. (From section 10.)

c. Examinations shall be held simultaneously at at least one c-venient point in each county of the state. (From section 10.)

d. No question in any form of application or in any examinat shall be so framed as to elicit information concerning the politic or religious opinions or affiliations of any applicant, nor shall any flequiry be made concerning such opinions or affiliations, and all disclosures thereof shall be discountenanced. No discriminations shall be exercised, threatened or promised, by any person in the civil service against or in favor of any applicant, eligible, or employe in the

classified service because of his political or religious opinions or amiations. (From section 26.)

- I. The minimum percentage of proficiency for eligibility in any subjects assigned for examinations and the average percentage for proficiency in all subjects, shall be fixed by the commission for each class or grade and shall be published prior to holding examinations.
- 2. Whenever in a general competitive examination it is, in the judgment of the commission, deemed necessary, a preliminary or supplementary or special examination may be required of eligibles and such examination may be held at the time and place indicated by the commission.
- 3. The commission shall determine and make public relative weights of subjects included in the examination in each separate ass of service, and proficiency in any subject shall be credited grading the standing of the person examined, in proportion to the value of a knowledge of such subject in the branch or part the service which the applicant seeks to enter.
- 4. In the absence of any regulations to the contrary non-cometitive examinations shall be conducted by the chief examiner his authorized deputy, and the papers shall be marked by him with the assistance of such persons as he may select.
 - 5. The commission may authorize as an element in any examination, an oral examination, particularly where administrative bility, scientific or technical knowledge, or manual skill are required. But all oral examinations shall be under the immediate direction of the chief examiner or his authorized deputy, and a record of such examination shall be preserved.
 - 6. Upon the request of any officer or board having the power of appoinment to any office or position in the service of the state to which these rules do not apply, the commission will, whenever practicable, hold competitive or non-competitive examinations for such office or position.

RULE X.

Eligible List.

- a. The term of eligibility of an applicant shall be fixed for eac list by the civil service commission at not less than one nor morthan three years. (From section 15.)
- 1. The period of eligibility for any eligible list shall be one year from date of promulgation of the list. But the commission may in its discretion extend the period of eligibility for any position or group.
- 2. The names of eligibles shall be entered in the order of the average percentages, on the proper register of eligibles.
- 3. Appointment shall be made from the eligible list monearly appropriate for the group in which the position to filled is classified, and a new list shall be created for a state position or group of positions only when there is no appropriate list existing or when the existing list from which certification to be made is likely to be exhausted.
- 4. In the preparation of any eligible list when two or meligibles have like averages their names shall be arranged on substitution in the order in which their applications were filed. Nather of eligibles with like averages, whose applications were filed the same day, shall be arranged in alphabetical order, be priority neither in the date of application nor in the alphabet all order of the names will give any other advantage in position the register of eligibles.
- 5. Whenever the commission is notified that proficiency in special subject is needed in the position to be filled, it may, upcrequest of the appointing officer, take steps to ascertain the names of all those on the list who possess such qualifications an shall certify them in their order or shall in its discretion conductanew examination.
- 6. In accordance with the provisions of section XVI of the law adequate eligible lists shall be made up, and so far as possible at all times kept by the commission, from which appointment shall be made for service in the several state charitable and penal institutions.

GROUPS BASED UPON THE CHARACTER OF THE SERVICE RENDERED.

- Group A. Clerks, which term shall include all positions, the duties of which are of a clerical character, and which are not otherwise specifically provided for herein.
 - Subdivision 1. Secretaries, chief clerks.
 - 2. Clerks, recorders, registers, copyists.
 - 3. Clerks with special educational requirements.
 - 4. Bockkeepers, accountants.
 - 5. Stenographers and typewriters.
 - 6. Pages, office boys and girls.
- Group B. Cashiers, which term shall include all positions, the duties of which are the actual receipt, custody or disbursement of money or the enforcement of the accountability for the same.
- Group C. Custodians and messengers, which term shall include all positions the duties of which are the charge of property or persons, or as attendants.
 - Subdivision 1. Stewards who are not disbursing agents, superintendents of buildings.
 - 2. Matrons.
 - 3. Storekeepers.
 - 4. Prison and reformatory keepers and guards.
 - Officers, attendants, nurses, etc., having care of inmates of institutions and hospitals.
 - 6. Protectors of forest fisheries and game.
 - 7. Messengers, attendants and watchmen.
 - 8. Janitors.
 - Group D. Engineers, which term shall include all positions where qualifications of an engineering or cognate character are required.

RULE X.

Eligible List.

- a. The term of eligibility of an applicant shall be fixed for each list by the civil service commission at not less than one nor more than three years. (From section 15.)
- 1. The period of eligibility for any eligible list shall be one year from date of promulgation of the list. But the commission may in its discretion extend the period of eligibility for any position or group.
- 2. The names of eligibles shall be entered in the order of their average percentages, on the proper register of eligibles.
- 3. Appointment shall be made from the eligible list most nearly appropriate for the group in which the position to be filled is classified, and a new list shall be created for a stated position or group of positions only when there is no appropriate list existing or when the existing list from which certification is to be made is likely to be exhausted.
- 4. In the preparation of any eligible list when two or more eligibles have like averages their names shall be arranged on such list in the order in which their applications were filed. Names of eligibles with like averages, whose applications were filed or the same day, shall be arranged in alphabetical order, but priority neither in the date of application nor in the alphabetical order of the names will give any other advantage in position the register of eligibles.
- 5. Whenever the commission is notified that proficiency in special subject is needed in the position to be filled, it may, upon request of the appointing officer, take steps to ascertain the names of all those on the list who possess such qualifications and shall certify them in their order or shall in its discretion conducts a new examination.
- 6. In accordance with the provisions of section XVI of the law, adequate eligible lists shall be made up, and so far as possible at all times kept by the commission, from which appointments shall be made for service in the several state charitable and penal institutions.

7. In accordance with the provisions of section XVI of the law, any veteran of the last civil war who has attained the required percentage for eligibility shall be given such preference in registration as the addition of five per cent to his average standing would entitle him to.

RULE XI.

Certification and Appointment.

- 1. Upon requisition from an appointing officer to fill a vacancy in the competitive class, the commission shall, in accordance with the provisions of section XVI, certify the three names standing highest on the appropriate eligible list, not previously certified three times to the department, office or institution in which the vacancy exists, giving such preference in such certification to veterans of the late civil war, as is provided for in Rule X.
- 2. In case objection is made by the appointing officer to any of the persons certified for reasons stated in section XI of the law, the commission may investigate the charges and if the objection is sustained substitute other names from the eligible list. In case objection is not sustained, the appointing officer shall select one of the candidates on probation in accordance with the provisions of section XVI of the law.
- 3. In certifying from the eligible list for deputy game warden, oil inspectors and deputy treasury agents, where the service is confined to a locality, the secretary of the commission shall upon request of the appointing officer, give preference in certification in their order of eligibility to the person or persons residing in the district in which the service is required.
- a. All original appointments to the competitive and non-competitive classes, and the labor class of the classified service shall be for a probationary period of one, two or three months in the discretion of the appointing officer, but dismissal for cause may be made during such period. (From section 9.)
- 4. In accordance with section 9 of the law the appointing offifor shall, when giving notice of appointment, state the length
 of the probationary period established by him for such appointment.

RULE X.

Eligible List.

- a. The term of eligibility of an applicant shall be fixed for each list by the civil service commission at not less than one nor more than three years. (From section 15.)
- 1. The period of eligibility for any eligible list shall be one year from date of promulgation of the list. But the commission may in its discretion extend the period of eligibility for any position or group.
- 2. The names of eligibles shall be entered in the order of their average percentages, on the proper register of eligibles.
- 3. Appointment shall be made from the eligible list most nearly appropriate for the group in which the position to be filled is classified, and a new list shall be created for a stated position or group of positions only when there is no appropriate list existing or when the existing list from which certification is to be made is likely to be exhausted.
- 4. In the preparation of any eligible list when two or more eligibles have like averages their names shall be arranged on such list in the order in which their applications were filed. Names of eligibles with like averages, whose applications were filed the same day, shall be arranged in alphabetical order, briority neither in the date of application nor in the alphabetical order of the names will give any other advantage in position the register of eligibles.
- 5. Whenever the commission is notified that proficiency in special subject is needed in the position to be filled, it may, up request of the appointing officer, take steps to ascertain t names of all those on the list who possess such qualifications are $n ext{d} ext{d} ext{shall certify them in their order or shall in its discretion conduct}$ at new examination.
- 6. In accordance with the provisions of section XVI of the land adequate eligible lists shall be made up, and so far as possible at all times kept by the commission, from which appointments shall be made for service in the several state charitable and penal institutions.

7. In accordance with the provisions of section XVI of the law, any veteran of the last civil war who has attained the required percentage for eligibility shall be given such preference in registration as the addition of five per cent to his average standing would entitle him to.

RULE XI.

Certification and Appointment.

- 1. Upon requisition from an appointing officer to fill a vacancy in the competitive class, the commission shall, in accordance with the provisions of section XVI, certify the three names standing highest on the appropriate eligible list, not previously certified three times to the department, office or institution in which the vacancy exists, giving such preference in such certification to veterans of the late civil war, as is provided for in Rule X.
- 2. In case objection is made by the appointing officer to any of the persons certified for reasons stated in section XI of the law, the commission may investigate the charges and if the objection is sustained substitute other names from the eligible list. In case objection is not sustained, the appointing officer shall select one of the candidates on probation in accordance with the Provisions of section XVI of the law.
- 3. In certifying from the eligible list for deputy game warden, oil inspectors and deputy treasury agents, where the service is confined to a locality, the secretary of the commission shall upon request of the appointing officer, give preference in certification in their order of eligibility to the person or persons residing in the district in which the service is required.
- a. All original appointments to the competitive and non-competitive classes, and the labor class of the classified service shall be for a probationary period of one, two or three months in the discretion of the appointing officer, but dismissal for cause may be made during such period. (From section 9.)
 - 4. In accordance with section 9 of the law the appointing offifer shall, when giving notice of appointment, state the length of the probationary period established by him for such appointment

RULE X.

Eligible List.

a. The term of eligibility of an applicant shall be fixed for each list by the civil service commission at not less than one nor more than three years. (From section 15.)

- 1. The period of eligibility for any eligible list shall be one year from date of promulgation of the list. But the commission may in its discretion extend the period of eligibility for any position or group.
- 2. The names of eligibles shall be entered in the order of their average percentages, on the proper register of eligibles.
- 3. Appointment shall be made from the eligible list most nearly appropriate for the group in which the position to be filled is classified, and a new list shall be created for a state position or group of positions only when there is no appropriat list existing or when the existing list from which certification to be made is likely to be exhausted.
- 4. In the preparation of any eligible list when two or motile eligibles have like averages their names shall be arranged on successist in the order in which their applications were filed. Name of eligibles with like averages, whose applications were filed the same day, shall be arranged in alphabetical order, priority neither in the date of application nor in the alphabetical order of the names will give any other advantage in positic on the register of eligibles.
- 5. Whenever the commission is notified that proficiency in special subject is needed in the position to be filled, it may, up request of the appointing officer, take steps to ascertain the names of all those on the list who possess such qualifications are shall certify them in their order or shall in its discretion conductance examination.
- 6. In accordance with the provisions of section XVI of the landequate eligible lists shall be made up, and so far as possing at all times kept by the commission, from which appointmental be made for service in the several state charitable

7. In accordance with the provisions of section XVI of the law, any veteran of the last civil war who has attained the required percentage for eligibility shall be given such preference in registration as the addition of five per cent to his average standing would entitle him to.

RULE XI.

Certification and Appointment.

- 1. Upon requisition from an appointing officer to fill a vacancy in the competitive class, the commission shall, in accordance with the provisions of section XVI, certify the three names standing highest on the appropriate eligible list, not previously certified three times to the department, office or institution in which the vacancy exists, giving such preference in such certification to veterans of the late civil war, as is provided for in Rule X.
- 2. In case objection is made by the appointing officer to any of the persons certified for reasons stated in section XI of the law, the commission may investigate the charges and if the objection is sustained substitute other names from the eligible list. In case objection is not sustained, the appointing officer shall select one of the candidates on probation in accordance with the provisions of section XVI of the law.
- 3. In certifying from the eligible list for deputy game warden, oil inspectors and deputy treasury agents, where the service is confined to a locality, the secretary of the commission shall upon request of the appointing officer, give preference in certification in their order of eligibility to the person or persons residing in the district in which the service is required.
- a. All original appointments to the competitive and non-competitive classes, and the labor class of the classified service shall be for a probationary period of one, two or three months in the disretion of the appointing officer, but dismissal for cause may be made during such period. (From section 9.)
- 4. In accordance with section 9 of the law the appointing offiter shall, when giving notice of appointment, state the length of the probationary period established by him for such appointment.

RULE X.

Eligible List.

- a. The term of eligibility of an applicant shall be fixed for each list by the civil service commission at not less than one nor more than three years. (From section 15.)
- 1. The period of eligibility for any eligible list shall be one year from date of promulgation of the list. But the commission may in its discretion extend the period of eligibility for any position or group.
- 2. The names of eligibles shall be entered in the order of their average percentages, on the proper register of eligibles.
- 3. Appointment shall be made from the eligible list most . nearly appropriate for the group in which the position to be filled is classified, and a new list shall be created for a stated position or group of positions only when there is no appropriate list existing or when the existing list from which certification to be made is likely to be exhausted.
- 4. In the preparation of any eligible list when two or more ligibles have like averages their names shall be arranged on sulist in the order in which their applications were filed. Namof eligibles with like averages, whose applications were filed the same day, shall be arranged in alphabetical order, priority neither in the date of application nor in the alphabet cal order of the names will give any other advantage in position the register of eligibles.
- 5. Whenever the commission is notified that proficiency in special subject is needed in the position to be filled, it may, up on request of the appointing officer, take steps to ascertain t hames of all those on the list who possess such qualifications are dishall certify them in their order or shall in its discretion condust a new examination.
- 6. In accordance with the provisions of section XVI of the laward adequate eligible lists shall be made up, and so far as possible at all times kept by the commission, from which appointments shall be made for service in the several state charitable and penal institutions.

7. In accordance with the provisions of section XVI of the law, any veteran of the last civil war who has attained the required percentage for eligibility shall be given such preference in registration as the addition of five per cent to his average standing would entitle him to.

RULE XI.

Certification and Appointment.

- 1. Upon requisition from an appointing officer to fill a vacancy in the competitive class, the commission shall, in accordance with the provisions of section XVI, certify the three names standing highest on the appropriate eligible list, not previously certified three times to the department, office or institution in which the vacancy exists, giving such preference in such certification to veterans of the late civil war, as is provided for in Rule X.
- 2. In case objection is made by the appointing officer to any of the persons certified for reasons stated in section XI of the law, the commission may investigate the charges and if the objection is sustained substitute other names from the eligible list. In case objection is not sustained, the appointing officer shall select one of the candidates on probation in accordance with the provisions of section XVI of the law.
- 3. In certifying from the eligible list for deputy game warden, oil inspectors and deputy treasury agents, where the service is confined to a locality, the secretary of the commission shall upon request of the appointing officer, give preference in certification in their order of eligibility to the person or persons residing in the district in which the service is required.
- a. All original appointments to the competitive and non-competitive classes, and the labor class of the classified service shall be for a probationary period of one, two or three months in the discretion of the appointing officer, but dismissal for cause may be made during such period. (From section 9.)
- 4. In accordance with section 9 of the law the appointing offifer shall, when giving notice of appointment, state the length of the probationary period established by him for such appointment.

aminer at Madison suitable accommodations for holding examinations and upon request furnish applicants with application blanks and distribute such printed rules, regulations and information as may be furnished by the Commission. All members of the local examining board shall, so far as possible, be present at all examinations and shall assist in enforcing the rules and regulations of the Commission governing examinations and take such measures as may be necessary to insure fairness.

- 5. In case of the temporary disability of the supervising aminer, the local board may designate some other member take charge of the examination and in an emergency may pure such outside assistance as may be deemed necessary.
- 6. No person shall be admitted to examination who does negotimes present an admission card issued to him by the state civil service commission.
- 7. The local examiners may receive applications for positions in the labor class and, except when otherwise ordered, shall immediately forward them to the chief examiner at Madison.
- 8. Local examiners shall not incur expense in connection we ith examinations beyond necessary stationery, postage and supplicates except at the direction of the commission or of the chief examiner.

RULE IX.

Examinations.

a. All examinations for positions in the classified service shall be practical in character and shall relate to those matters which fairly test the capacity and fitness of the persons examined to classified services of the office or employment sought by them, give ng due allowance for experience in the same or similar positions. (From section 10.)

b. Examinations shall be held at such times and places as shall, in the judgment of the commission, most nearly meet the convenience of applicants and the needs of the service. (From section 10.)

c. Examinations shall be held simultaneously at at least one convenient point in each county of the state. (From section 10.)

d. No question in any form of application or in any examination shall be so framed as to elicit information concerning the political or religious opinions or affiliations of any applicant, nor shall any inquiry be made concerning such opinions or affiliations, and all disclosures thereof shall be discountenanced. No discriminations shall be exercised, threatened or promised, by any person in the civil service against or in favor of any applicant, eligible, or employe in the

7. In accordance with the provisions of section XVI of the law, any veteran of the last civil war who has attained the required percentage for eligibility shall be given such preference in registration as the addition of five per cent to his average standing would entitle him to.

RULE XI.

Certification and Appointment.

- 1. Upon requisition from an appointing officer to fill a vacancy in the competitive class, the commission shall, in accordance with the provisions of section XVI, certify the three names standing highest on the appropriate eligible list, not previously certified three times to the department, office or institution in which the vacancy exists, giving such preference in such certification to veterans of the late civil war, as is provided for in Rule X.
- 2. In ease objection is made by the appointing officer to any of the persons certified for reasons stated in section XI of the law, the commission may investigate the charges and if the objection is sustained substitute other names from the eligible list. In case objection is not sustained, the appointing officer shall select one of the candidates on probation in accordance with the provisions of section XVI of the law.
- 3. In certifying from the eligible list for deputy game warden, oil inspectors and deputy treasury agents, where the service is confined to a locality, the secretary of the commission shall upon request of the appointing officer, give preference in certification in their order of eligibility to the person or persons residing in the district in which the service is required.
- a. All original appointments to the competitive and non-competitive classes, and the labor class of the classified service shall be for a probationary period of one, two or three months in the discretion of the appointing officer, but dismissal for cause may be made during such period. (From section 9.)
- 4. In accordance with section 9 of the law the appointing offier shall, when giving notice of appointment, state the length of the probationary period established by him for such appointment.

RULE X.

Eligible List.

- a. The term of eligibility of an applicant shall be fixed for each list by the civil service commission at not less than one nor more than three years. (From section 15.)
- 1. The period of eligibility for any eligible list shall be one year from date of promulgation of the list. But the commission may in its discretion extend the period of eligibility for any position or group.
- 2. The names of eligibles shall be entered in the order of their average percentages, on the proper register of eligibles.
- 3. Appointment shall be made from the eligible list most nearly appropriate for the group in which the position to be filled is classified, and a new list shall be created for a state position or group of positions only when there is no appropriat list existing or when the existing list from which certification to be made is likely to be exhausted.
- 4. In the preparation of any eligible list when two or more ligibles have like averages their names shall be arranged on sulist in the order in which their applications were filed. Namof eligibles with like averages, whose applications were filed the same day, shall be arranged in alphabetical order, priority neither in the date of application nor in the alphabetical order of the names will give any other advantage in position on the register of eligibles.
- 5. Whenever the commission is notified that proficiency in special subject is needed in the position to be filled, it may, up request of the appointing officer, take steps to ascertain the names of all those on the list who possess such qualifications and dishall certify them in their order or shall in its discretion conduct a new examination.
- 6. In accordance with the provisions of section XVI of the laviadequate eligible lists shall be made up, and so far as possible at all times kept by the commission, from which appointments shall be made for service in the several state charitable and penal institutions.

7. In accordance with the provisions of section XVI of the law, any veteran of the last civil war who has attained the required percentage for eligibility shall be given such preference in registration as the addition of five per cent to his average standing would entitle him to.

RULE XI.

Certification and Appointment.

- 1. Upon requisition from an appointing officer to fill a vacancy in the competitive class, the commission shall, in accordance with the provisions of section XVI, certify the three names standing highest on the appropriate eligible list, not previously certified three times to the department, office or institution in which the vacancy exists, giving such preference in such certification to veterans of the late civil war, as is provided for in Rule X.
- 2. In case objection is made by the appointing officer to any of the persons certified for reasons stated in section XI of the law, the commission may investigate the charges and if the objection is sustained substitute other names from the eligible list. In case objection is not sustained, the appointing officer shall select one of the candidates on probation in accordance with the provisions of section XVI of the law.
- 3. In certifying from the eligible list for deputy game warden, oil inspectors and deputy treasury agents, where the service is confined to a locality, the secretary of the commission shall upon request of the appointing officer, give preference in certification in their order of eligibility to the person or persons residing in the district in which the service is required.
- a. All original appointments to the competitive and non-competitive classes, and the labor class of the classified service shall be for a probationary period of one, two or three months in the disretion of the appointing officer, but dismissal for cause may be made during such period. (From section 9.)
- 4. In accordance with section 9 of the law the appointing offifer shall, when giving notice of appointment, state the length of the probationary period established by him for such appointment.

- b. If at the close of this probationary term the conduct or capacity of the probationer has not been satisfactory to the appointing officer, the probationer shall be notified in writing that he will not receive absolute appointment; otherwise his retention in the service shall be equivalent to his final and absolute appointment. (From section 9-) c. In every case after a name has been certified three times, it mely be dropped from the list by the commission, but certificates for terminations.
- porary appointment shall not be counted as one of such certifications. (From section 16.)
- 5. When an eligible certified for appointment shall fail to answer any inquiry of the commission relative to his availability for certification or to accept an offer of appointment by mail within six business days next succeeding the mailing of notice of appointment, or shall fail to accept an appointment within the same or next succeeding business day when notification is sent by telegram, he shall be deemed to have declined the appointment, and if, after having accepted an appointment by mail or telegraph, he fails to present himself for duty within ten days from the date the notice is mailed, he shall, unless the time is extended by the appointing officer, be deemed to have declined the appointment.
- 6. In case an eligible certified for appointment on probation shall decline appointment, his name shall be striken from the list and shall only be restored to said list in the discretion of the commission upon his written request stating his reasons for such declination. If the declination is on account of the locality of the position offered, or on account of salary, the eligible shall not be again certified for the same locality or for the same or less salary.
- 7. Whenever the sex of those whose names are to be certified is fixed by any law, rule or regulation, or is specified in the request for certification, the names of those of the sex so fixed or specified shall be certified.
- 8. Any person whose name appears on an appropriate eligible ust, who has received an appointment on probation and who, during the probationary period, has been separated from the service without evidence of delinquency, misconduct or inefficiency on his part, but owing to reasons of economy or otherwise, may, in the discretion of the commission, be reinstated on the eligible list.

RULE XII.

Temporary and Exceptional Appointments.

a. Positions in the competitive class may be filled without competition only as follows:

Whenever there are urgent reasons for filling a vacancy n any position in the competitive class and the commission is unable to certify to the appointing officer upon requisition by the latter a list of persons eligible for appointment after a competitive examination, the appointing officer may nominate a person to the commission for accompetitive examination, and if such nominee shall be certified by the said commission as qualified after such non-competitive examination, he may be appointed provisionally to fill such vacancy until a selection and appointment can be made after competive ex-mination, but such provisional appointment shall not continue Tor a longer period than two months, nor shall successive temporary pointments be made to the same position under this provision. (From section 17.)

b. In case of an emergency an appointment may be made without regard to the rules of this statute, but in no case to continue longer than ten days, and in no case shall successive emergency appointments be made. (From section 17.)

c In case of vacancy in a position in the competitive class where Peculiar and exceptional qualifications of a scientific. professional or educational character are required, and upon satisfactory evidence that for specified reasons competition in such special case is impracticable, and that the position can best be filled by the selection of some designated person of high and recognized attainments is such qualities, the commission may suspend the provisions of the statute requiring competition in such case, but no suspension be general in its application to such place, and all such cases of suspension shall be reported in the annual report of the commission with the reasons for the same. (From section 17.)

d Where the services to be rendered by an appointee are for a temporary period not to exceed one month, and the need of such service is important and urgent, the appointing officer may select for such temporary service any person on the proper list of those eligible for the permanent appointment without regard to his stand-

regule for the permanent appointment without legals to his standing on such list. Successive temporary appointments to the same regular shall not be made under this provision. (From section 17.) The acceptance or refusal of an eligible of a temporary appointment shall not affect his standing on the register for permanent employment, nor shall the period of temporary service be counted as a standard of the period of temporary service be counted as a standard of the period of temporary service be counted as a standard of the period of temporary service be counted as a standard of the period of temporary service be counted as a standard of the period of temporary service be counted as a standard of the period of temporary service be counted as a standard of the same register for permanent employment. art of the probationary service in case of subsequent appointment

b a permanent position. (From section 17.)

ж

î**m**î

163

0.75

ıli

علاج

ا نظا

<u>.</u> æ:

- :::

D-

3 27

RULE XIII.

Reinstatements.

4 Any person who has held a position by appointment under the dril service rules and who has separated from the service withany delinquency or misconduct on his part but owing to reasons

of economy or otherwise, may be reinstated within one year from the date of such separation to the same or similar position in the same department, provided, that for the original entrance to the position proposed to be filled by such reinstatement there is not required in the opinion of the civil service commission examination involving tests or qualifications different from or higher than those involved in the examination for the original entrance to the position forme rly held by the person proposed to be reinstated. (From section 19.)

RULE XIV.

Transfers.

1. Upon request of the head of the department affected = a person who has received an appointment in accordance with the civil service law and rules, to a position in the competitive class and who has served the required probationary term, may be transferred to a position similar in character in the same group and subdivision upon certification by the commission, proviced that no transfer involving a promotion, except for temporary service not to exceed six months, shall be authorized by the commission of any person who has not acquired eligibility for certification through an open competitive or general promotional competitive examination.

RULE XV.

Promotions.

- 1. A change in rank or grade shall constitute promotion. A material change in duties and in responsibilities shall be dee ned a change in rank, and an increase in salary, beyond the linits fixed for the grade by clause 7 of this rule, shall be deemed a change in grade. But whenever a change in grade occurs without a change in position or in duties, persons so affected many be premoted without further examination, when, in the opinion of the commission, their merit and fitness has been determined by previous examinations and by the records of efficiency of the office or department in which they are employed.
 - (Adopted July 17, 1907. Approved August 10, 1907.)
- 2. Whenever there is a vacancy in a position in a depart rnent above the lowest rank or grade, the commission shall ascertain

whether there are at least three persons who have served six months or more in a lower rank or grade, eligible and willing to compete to fill the vacancy; and in case it is found that there are at least three such persons, the vacancy shall be filled from the eligible list resulting from a competitive examination for promotion; in which examination the elements to be considered shall be, 1, the competitive mental examination, and 2, the records of efficiency, character, conduct and seniority.

- 3. Whenever there are less than three persons in the next lower rank or grade, eligible and willing to compete, the commission shall hold an original competitive examination to fill the vacancy or may permit the appointing officer to nominate one of such eligible persons, who may be promoted upon passing the required non-competitive examination, or may permit a transfer when in accordance with the provisions of Rule XIV. No person shall be deemed eligible for promotion who has served less than six months in a lower rank or grade.
- 4. If the vacancy is in a position in the higher ranks or grades, the commission may, if it deems that on account of the executive ability required to fill the position, promotion by competitive examination is impracticable, and not for the best interests of the service, hold an original competitive examination without regard to the number of persons in the next lower rank or grade.
- 5. The commission shall in each case determine what persons are eligible to compete for promotion from a consideration of the duties to be filled and the duties which the persons seeking the promotion perform.
- 6. To provide a basis of rating for previous service there shall be kept in each department or office continuous and permanent records of the efficiency, character and conduct of all persons employed in the classified service. Such records shall be known as efficiency records and the entries made therein shall have reference to (a) quality of work performed by each officer or employe, (b) the quantity of work performed by him. (c) his general conduct, (d) his punctuality and attendance, (e) his executive ability and capacity for initiative where his work is of a character that will permit of definite estimation. The entries

upon an efficiency record shall be made by or under the dir tion of such superior officers as may be designated by the pointing officer and subject to confirmation by the civil serv commission. Such entries shall be based upon detailed reposubmitted by the administrative officer most closely in tou with the work of the officer or employe to be rated, and sha be made at stated periods and at least quarterly. Where the e tries are made quarterly they shall be made on or about the fir day of January, April, July and October of each year and sha be a record for the quarter immediately preceding. A transcri1 or summary of such record shall be furnished to the commissi semi-annually in a form to be prescribed by the commission which shall contain the certification of the appointing office that the entries on such record were made in accordance withe provisions of this rule, and, whenever the commission requires, like certificate of the full record of each candida shall be furnished by the appointing officer in advance of a pa ticular examination. Whenever, in the judgment of the chi examiner, more exact information is required for the purpo of such rating than that given in any summary, the original re ord may be consulted in such case. Such records shall be on. cither to the chief examiner or to any examiner designated 1 him. In case the records of efficiency, character and condu have not been regularly and properly kept and filed, the co: mission shall refuse to hold promotional examinations un proper records are received, or shall disregard records as an e ment in the examination.

7. Competitive promotional examinations shall be ordered often as may be necessary to meet or anticipate the needs of thigher grades and, so far as practicable, shall be held periocally and may, in the discretion of the commission, be openall persons in the competitive class who have served six montor more in a lower rank or grade, who satisfy the preliminare requirements for original entrance to the positions to be filtiby promotion, and may further, in the discretion of the commission, be open to all persons in the non-competitive and later classes of the service who have been in the service of the stathere years or more and who satisfy the preliminary requires.

ments for original entrance to the positions to be filled by promotion. But when a suitable eligible list resulting from a general promotional examination has been prepared, all persons in the service who have failed to take the examination, or who have failed in the examination, shall be rendered ineligible for promotion during the ensuing year, or until it has become necessary to prepare a new promotional eligible list. Whenever a vacancy occurs in a position for which a general promotional examination has been held, the names of persons in the department in which the vacancy exists shall be certified in the order of their rank on the resulting eligible list.

- 8. The grades for all departments shall be the following:
 - Grade 1. All positions, the compensation of which is at the rate of not more than four hundred dollars per annum.
 - Grade 2. All positions, the compensation of which is at the rate of more than four hundred dollars and not more than seven hundred dollars per annum.
 - Grade 3. All positions, the compensation of which is at the rate of more than seven hundred dollars and not more than one thousand dollars per annum.
 - Grade 4. All positions, the compensation of which is at the rate of more than one thousand dollars and not more than fifteen hundred dollars per annum.
 - Grade 5. All positions, the compensation of which is at the rate of more than fifteen hundred dollars and not more than two thousand dollars per annum.
 - Grade 6. All positions, the compensation of which is at the rate of more than two thousand dollars and not more than twenty-five hundred dollars per annum.
 - Grade 7. All positions, the compensation of which is at the rate of more than twenty-five hundred dollars per annum.

9. For the purposes of this section, full maintenance in state institutions shall be valued at \$150.00 per annum.

RULE XVI.

Reductions.

1. Whenever an employe is reduced in pay or position the appointing officer shall file with the commission a statement in writing of the causes for such reduction.

RULE XVII.

Labor Class.

Registration Officers.

- a. The labor class shall include ordinary unskilled laborers. (From section 21.)
- b. There may be separate lists of applicants for different kinds of labor or employments and the commission may establish separate labor lists for various localitics, institutions and departments. (From section 21.)
- 1. The commission may appoint in any county or district in which is located a state charitable or penal institution or state educational institution, a local registration officer for registrations in the labor class, and in case such registration officer is not in the employ of the state, may fix his compensation.
- 2. The local registration officer shall, subject to the regulations of the commission, keep a register of all accepted applicants in the labor class and shall keep the commission informed all names recommended to appointing officers, all changes in the local register, including all appointments from the register all additions to the register, and all delinquencies of applicants and shall be guided by such instructions as the commission may from time to time furnish him.

Examinations.

c. The commission shall require an applicant for registration for the labor service before he can be registered to furnish such evidence or to pass such examination as they may deem proper with respect to his age, residence, physical condition, ability to labor, sobriety, industry, capacity and experience in the employment for which he applies. (From section 21.)

- Veterans of the late civil war shall be required to pass same examination as may be required for other candidates positions in the labor class.
- . The commission may require a medical examination when r in its judgment such examination is deemed necessary, and y require that the expense of such examination shall be borne the applicant.

Registration of Eligibles.

- 5. The names of all accepted applicants shall remain on the gister for one year except as follows:
- When an application, together with a report of former employers, was an applicant unfit or unworthy to serve the state, the comssion shall immediately notify the local registration officer who listing the applicant's name from the register.
- Any applicant who fails to keep the local registration officer the commission informed of his postoffice address or who fails reply promptly to notices of appointment, or who fails to give sfactory reasons for refusing to accept service, or who is found have intentionally made false and misleading statements in an lication, shall have his name stricken from the register.
- Whenever an applicant for registration in the labor class Il have been rejected, notice of such rejection shall be mailed lim.

Where the labor service of any institution or department exs to separate localities, the commission may provide separate stration lists for each district or locality. (From section 21.)

- Preference in registration shall be given to applicants se qualifications, determined by their applications and testitials and such other examination as may be required, most rly approach the standards set by the commission as to age, enship, physical condition, character and habits, and press experience and efficiency.
- In accordance with the standard established by the comsion all applicants for positions in the labor class shall be ded as follows:
- rade 1 shall include all applicants whose qualifications are ked by the commission as "good," which term shall signify easonable conformity established by the commission as proed for in section 7 of this rule.

Grade 2 shall include all other accepted applicants.

- 9. It being the avowed policy of the state that preference is appointment shall be given to applicants whose qualification best fit them for the service required, preference shall be give to applicants registered in grade 1, and no recommendations for appointment shall be made from grade 2, except where the are less than three eligible applicants registered in grade 1, who qualifications fit them for the service required.
- 10. No person who has been discharged for misconduct shape be again eligible for registration for at least one year after time that he is discharged.

Certification and Appointment.

- e. Vacancies in the labor class shall be filled by appointment free lists of applicants registered in their respective localities by the ci service commission according to rules and regulations determined said commission except in cases of temporary employment. (Fresection 21.)
- 11. Whenever an appointing officer shall request the certication from the commission or from the local registration officer of names of persons for appointment to any position in the laboral class, the secretary of the commission or the local registratio officer, as the case may be, shall certify to the appointing officer for appointment the names of three persons standing highest on the eligible list, if there be so many registered in the grade or class entitled to preference.

(As amended June 27, 1907.)

- 12. If the appointing officer shall notify the commission comore than one vacancy at any time, the secretary or registration officer shall certify to the appointing officer the names of a many persons as there are vacancies to be filled, with the addition of two names.
- 13. Whenever the sex of those whose names are to be certifice is fixed by any law, rule or regulation of the commission, or specified in the request for certification, the names of those the sex so fixed or specified shall be certified, but in other case certification shall be made without regard to sex.
- 14. In cases of emergency, appointments to permanent po≤ tions in the labor class may be made without regard to the li€

but no emergency appointment shall continue more than ten days.

- 15. In filling permanent positions in the labor class, appointing officers may, when a local registration list has been exhausted, or when, because of the peculiar nature of the duties of the position to be filled, it is found inexpedient or impracticable to make a selection from the local list, make requisition upon the commission for a list of candidates registered for service in the state at large.
- 16. Where the service to be rendered by an appointee in the labor class is for a temporary period not to exceed one month, and the need of such service is immediate and urgent, the appointing officer may select for such temporary service any person whose name appears on the register. But when the local registration list is exhausted, the appointing officer may make his selection without reference to the rules and regulations of the commission.
- 17. Except in cases of temporary employment, all labor positions in the department of the Superintendent of Public Property shall be filled from a list of persons registered from the state at large.

(Adopted December 12, 1908.)

RULE XVIII.

Recommendations.

a. No recommendation for any preson who shall apply for office or place, or for examination or registration under the provisions of this act, or of the rules established pursuant thereto, except as to character, and, in the case of former employers, as to ability, shall be given to, or considered by any person concerned in making any examination, registration, appointment, promotion, or reinstatement under this act, and the rules made pursuant thereto. No recommendation whatsoever shall relate to the political or religious opinions of any applicant. (From section 25.)

b. No recommendation for the promotion of any person in the classified service shall be considered by any person concerned in making promotions except it be made by the officer or officers under whose supervision or control such employe is serving. (From section 25)

supervision or control such employe is serving. (From section 25.)
c. Any recommendations made contrary to the provisions of this section with the knowledge and consent of the applicant or employe shall be sufficient cause for refusing his application or appointment, or for debarring him from the promotion proposed, and a repetition

of the offense shall be sufficient cause for removing him from the service. (From section 25.)

d. All recommendations of applicants for office received by the said commission, or by any appointing officer, shall be kept and preserved by the commission, and all such records, recommendations of former employers excepted, and all written causes of removal and answers thereto filed with it, shall, subject to reasonable regulations, be open to public inspection. (From section 7.)

RULE XIX.

Roster.

1. In accordance with the provisions of section 24 of the law and subject to the regulations of the commission, the secretary or president of the commission shall compare each pay roll, estimate or account for services, with the official roster and shall attach thereto or place thereon a certificate in form prescribed by the commission.

RULE XX.

Regulations.

1. The commission shall prescribe and enforce suitable regulations for carrying into effect the provisions of these rules and those of the civil service law not inconsistent therewith and shall prescribe blank forms for all applications, certificates. reports, records and returns required under these rules and the regulations made in pursuance thereof.

The foregoing rules, amended by the State Civil Service Commission, are hereby transmitted to the Governor for his approxal

OTTO GAFFRON,

C. E. BUELL,

T. J. CUNNINGHAM,

State Civil Service Commissioners.

Dated August 6, 1910.

The foregoing rules, as amended by the State Civil Service Commission, are hereby approved.

JAMES O. DAVIDSON,

Governor.

State of Wisconsin,

Executive Chamber.

Dated August 19, 1910.

REGULATIONS.

ADOPTING ORDER.

The state Civil Service Commission under the authority conferred by section 7 of the Civil Service Law and rule 20 of the rules prescribed pursuant thereto, approved by the governor, and promulgated on the 14th day of December, 1905, hereby makes the following regulations, reserving the right to modify the same from time to time, and to prescribe such special regulations as may be expedient for the proper enforcement of rules aforesaid.

REGULATION I.

The President.

1. The president, subject to the direction of the Commission shall have such general authority and responsibility in the administration of the law, rules and regulations as shall not be inconsistent with the powers reserved to the Commission or vested in some other officer.

REGULATIONS II.

Chief Examiner and Secretary.

- 1. The chief examiner and secretary, subject to the direction of the Commission, shall be governed as follows:
- 2. He shall keep the minutes of the proceedings of the Commission, have charge of all books, records, accounts, papers, the official seal and other property of the Commission.
- 3. He shall prepare blank forms for applicants for examination, registration or certification, receive all applications for examination and keep a register of applicants.
 - 4. He shall supervise the preparation of questions and make

all other necessary preliminary arrangements for examinations, issue authority to local examining boards to hold examintions and assign and direct their work. He shall supervise and pass upon the marking and grading of all examination papers, shall determine all questions of eligibility, notify candidates of the result of their examinations and enter names of successful competitors upon the proper register of eligibles.

- 5. He shall make certification to appointing officers upor their request of the names of those eligible to appointment for a employment.
- 6. He shall keep the official roster and pass upon all parolls of persons employed in the classified service in the various departments.
- 7. He shall conduct the correspondence of the Commission and perform such other appropriate duties as may from time to time be assigned to him by the Commission.

REGULATION III.

Applications.

- 1. Applicants for positions in the recognized mechanic altrades, must have had not less than two years' continuous successful experience in the practice of their trade, in addition to such time as they may have served as apprentices. For head mechanics having supervisory charge of work a longer term of experience will be required, and previous experience as a supervisor or foreman may also be required.
- 2. The chief examiner shall upon receiving the application of a candidate for examination take such steps as may be necessary to determine whether his preliminary qualifications entitle him to compete in the examination, and, in case they are found satisfactory, he shall mail the candidate a notification which shall also serve as an admission card to the examination. But the issuance of such admission card shall not debar the chief examiner or the commission from rejecting the application later.
- 3. Any applicant who fails to receive notice from the Commission of an examination, or who gives satisfactory reasons

for failure to attend, shall be notified to attend the next examination for the same class or group provided such examination is held within one year from the date of filing the original application.

- 4. Defective applications will be returned to applicants with a notice to amend the same but will not be returned a second time. Failure on the part of an applicant to make prompt return in such case will be deemed sufficient cause for rejection.
- 5. Applications must, in all cases, be made upon the blanks furnished by the commission and may be rejected if received after the published time limit set for the examination. Late applicants will be admitted in all cases where practicable.

REGULATION IV.

Examiners.

- 1. All persons having charge of the preparation of questions, or of marking of examination papers, shall use due diligence in preserving secrecy, both as to the nature of the forthcoming examination and as to details of examination papers. Applicants should be seated apart.
- 2. The marking of each question or subject shall be made on a scale of 100, which shall represent entire accuracy. Hand writing will be judged by its legibility, uniform and correct formation of letters, and ease of execution. Upon a comparison of the handwriting of all, the best and the worst should be first determined, and the two extremes of the scale thus fixed; the others should be marked relatively to them. In writing from dictation or copying from manuscript, the omission, repetition or substitution of words, the erasures, blots and other evidence of carelessness, will reduce the marking below 100. Abstracts or summaries of documents and letter-writing, will be marked as in handwriting, by determining the best and worst examples; and the examiners, having marked these, will then mark the others proportionately.
- 3. In each of the other subjects, the entire paper shall be marked on a scale of 100 per cent, which shall represent the maximum possible attainment; and each question of a paper shall

be rated on the basis of that part of 100 per cent as perfec credit, which the chief examiner shall determine.

- 4. Supervising examiners in charge of examinations shatake all due precautions, and use such measures as may be neeful to prevent fraud and collusion.
- 5. All examination questions, together with the instruction governing the competitive examinations, will be forwarded the local boards of examiners at least five days prior to date of holding the examination. The package containing amination questions and instructions shall not be opened competitors at the hour set for the amination.

REGULATION V.

Competitive Examinations.

- 1. Applicants must present themselves punctually at times and places specified in their official notices to atternate and they will be admitted to examination upon the production of such notices.
- 2. In order to identify competitors, each candidate shall required at the opening of an examination to fill out an identification sheet furnished him by the local examiner. He she sign his name on the identification sheet only. His name she not appear in his examination in any other place than upon to identification sheet. The number at the top of the identificat sheet is the competitor's examination number. He will exthis number at the upper right-hand corner of each sheet which he writes. Immediately upon filling out the identifier sheet the competitor shall enclose it in a sealed envelope vershall be opened in the office of the commission, only aft examination papers have been marked and graded.
- 3. No instructions or explanations in reference to extion questions shall be given to applicants separately, shall be publicly announced to all persons in the examon and shall, so far as possible, be confined to such furnished in printed or written form by the commission
 - 4. Candidates shall not leave the room with a pap

ished except in cases of extreme necessity and only with permission of the supervising examiner and such permission shall in each case be reported by name to the chief examiner.

- 5. All communication or conversation shall be strictly prohibited and the slightest violation of this rule shall be reported by name to the chief examiner. Candidates may bring pens, pencils and ink but shall not be permitted to carry with them upon entering or leaving the examination room, blotters, blank paper, scratch paper, any note books, books or pamphlets. Each applicant shall be required to complete his examination within the allotted time.
- 6. The local examining board shall report by applicant's name any violation on his part of the rules, regulations, and instructions governing examinations.
- 7. At the close of an examination the supervising examiner shall collect all question papers, examination papers, scratch papers and blotters issued to the candidates and shall return all question papers and examination papers to the chief examiner.
- 8. The percentage attained in each subject for examination shall be multiplied by the weight prescribed for each by the commission; and the quotient, found by the division of the aggregate of value so arrived at, of each applicant, by the aggregate of weights, shall constitute the percentage of condition of such applicant, except as otherwise provided in Rule IX, par. 1.

REGULATION VI.

Eligibles.

- 1. No person shall have his name entered upon the eligible list who fails to attain an average percentage of 70 or over on all required subjects, and who fails to attain the minimum percentage established for any required subject as provided in Rule IX, par. 1.
- 2. Lists of eligibles may be made public, but the names of applicants failing to obtain standing on eligible lists will not be made public nor will their examination papers be exhibited,

nor will any information be given about them. (See Regulati VII, par. 6.)

3. Every application paper and accompanying certificat will remain on file in the office of the commission, and under circumstances or conditions will the originals be returned to t applicant.

REGULATION VII.

Information.

- 1. Copies of questions used in examination will not be funished except where they are published by the Commission f general information.
- 2. Abstracts of the law, rules and regulations and other p tinent matter will be published by the Commission from the to time, for the information of appointing officers, applicant candidates and others concerned.
- 3. The Commission cannot undertake to answer inquiries lating to eases which are officially before it for decision, r can it decide, except in cases of actual candidates, questic respecting the application of the rules and regulations.
- 4. Particular answers cannot be given to inquiries which a answered expressly or by implication in published regulation or other similar documents.
- 5. The Commission cannot give any information upon following points: (a) regarding positions in the unclassifier service or in the exempt class of the classified service; (b) garding vacancies in any position existing or prospective; regarding the duties of positions except as indicated by the classification; (d) regarding the personal interests of any tending or actual applicant, candidate or eligible.
- 6. The examination papers of a competitor will be exhibitonly to the competitor or his duly authorized representative, to the appointing officer to whom his name is certified.
- 7. The qualifications of applicants and subjects of examination, as prepared from time to time, will be published, but regard to certain positions in which vacancies are rare the n

ture and extent of the examinations may not be determined until vacancies occur.

8. Applicants shall be notified of the results of their examination.

REGULATION VIII.

Pay rolls.

1. Pay rolls of the classified service shall be made in *triplicate*, whenever requested, and a copy shall be filed permanently with the records of the Commission.

REGULATION IX.

Labor Class.

1. Application blanks and instructions for registering applicants will be furnished the local registration officer by the Commission, and the applicants shall be registered by him in the order in which applications are received.

REGULATION X.

Meetings.

1. Regular meetings of the Commission shall be held at the capitol on the third Thursday of each month at two o'clock P. M., but other meetings at which any official business may be transacted may be called by the president.

C. E. BUELL,
OTTO GAFFRON,
T. J. CUNNINGHAM,
Civil Service Commissioners.

Attest:

F. E. DOTY,

ł

Secretary and Chief Examiner.

Madison, Wis., Dec. 1, 1910.



PART V.

ROSTER OF EMPLOYES, JULY, 1910.

ROSTER OF EMPLOYES.

June 30, 1910.

ATTORNEY GENERAL'S DEPARTMENT.

Name.	Position.	C De t
	Unclassified.	
F. L. Gilbert	Attorney General	
	Exempt.	
Russell Jackson		
;	Competitive.	
A. C. Titus. Frank T. Tucker J. E. Messerschmidt. Lee Pond. Fannie G. Clemons.	Second Asst. Attorney General	

BANKING DEPARTMENT.

Name.	Position.	C pe t
	Unclassified.	
M. C. Bergh. W. H. Richards. Thos. Herreid. Chas. L. Brown. A. R. Emerson. A. C. Pond. R. B. Ellis. Hannah C. Davidson.	Commissioner. Deputy Commissioner. Examiner. Examiner. Examiner. Examiner. Chief Clerk. Clerk and Stenographer.	

EXECUTIVE DEPARTMENT.

Name.	Position.	Com- pensa- tion.
James O. Davidson O. G. Munson	Governor	\$416 6 6
R. L. Thurber	tary Secretary). Executive Clerk	233 38 150 00 100 00 75 00

STATE BOARD OF CONTROL.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
A. D. Conover. Almah J. Prisbie. Elmer E. Grimmer. W. H. Graebner. R. S. Cowie	Member of Board	\$206 33 206 33 206 33 206 33 206 33
	Exempt.	
M. J. Tappins. Agnes Breitenbach.	Secretary. Stenographer.	208 33 66 67
	Competitive.	
A. C. Lerum H. R. Rawson J. M. Seibel B. M. Jostad Allan Cowie A. F. Gruenhagen F. E. Beach H. F. Lerdall L. L. Hadley J. E. Barard Mary V. Howard	Chief Clerk. Parole Officer. Field Officer. Field Officer. Field Officer. Field Officer. Parole Officer. Parole Officer. Second Asst. Chief Clerk. Second Asst. Chief Clerk. Stenographer.	125 00 100 00 100 00 83 33 83 33 83 33 91 67 75 00 66 67 66 67

DAIRY AND FOOD COMMISSIONER'S DEPARTMENT.

Name.	Position.	I
	Unclassified.	!
J. Q. Emery	Dairy and Food Commissioner	
	Exempt.	
U. S. Baer Ethel D. Thomas	Assistant Commissioner	
	Competitive.	
H. C. Larson Florence Q Norton A. E. Kundert Harry Kleuter Fred P. Downing W. A. Brannon Richard Fischer F. M. Buzzell F. E. Carswell E. L. Aderhold J. D. Cannon Fred Marty P. A. Larson S. J. Dufner W. A. Volght B. B. Southard James Van Duser J. B. Linzmeyer P. W. Guse W. F. Scott	Second Asst. Commissioner. Secretary. Chemist. Asst. Chemist. Asst. Chemist. Asst. Chemist. Asst. Chemist. Chief Food Inspector Inspector. Inspector. Inspector. Inspector, per day Inspector, per day	

DEPARTMENT OF STATE CIVIL SERVICE.

Position.	C P
Unclassified.	_
Commissioner per day	
Exempt.	
Secretary and Chief Examiner	
Competitive.,	
Chief Clerk. Assistant Examiner. Stenographer. Clerk	
	Unclassified. Commissioner per day

COMMISSIONERS OF FISHERIES.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
A. L. Osborne. G. B. Hudnall. J. Hogan. J. Alford. A. A. Dye. W. J. Starr.	Member of Commission. Member of Commission. Member of Commission. Member of Commission. Member of Commission. Member of Commission.	Expenses
	Exempt.	f
R. S. Scheibel	Chief Clerk	100 00
	Competitive.	
James Nevins. Matt Patterson. B. Webster. Valentine Maag. Robert Ripple. Prank Ramsdale. Albert Gallagher. John Maag. P. G. Zalsman.	Superintendent Clerk Asst. Superintendent Foreman of hatchery Foreman of hatchery Foreman of hatchery Foreman of hatchery Foreman of hatchery Foreman of hatchery Foreman of hatchery Foreman of hatchery	208 87 75 00 100 00 75 00 90 00 68 00 90 00 100 00 85 00
·	Labor.	
P. Mead Pred Hewitt Prank Purcell Bernard Holtman John Hagberg Andrew Wahlquist Pred Wahlquist Bern Durkee James Foy	Laborer. Laborer. Laborer. Laborer. Laborer. Laborer. Laborer. Laborer. Laborer. Laborer. Laborer. Laborer.	50 00 50 00 50 00 60 00 50 00 50 00 70 00 55 00
Andrew Gilchrist	Laborer	50 00

STATE BOARD OF FORESTRY.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
Charles Van Hise	Member of the Commission	Expenses
4. L. (3)]hert	Member of the Commission	
- Λ. Kirga	Member of the Commission	
U. Knesell	Member of the Commission	
George Beyer	Member of the Commission	
	Exempt.	l
P. M. Griffith Winnifred Baldwin	State Forester Stenographer.	
	Competitive.	l
B. Moody	Asst. State Forester	125 00
		50 00
		5 00
		5 00
		5 00
a. Johnson	('riliger Der day	5 00
		5 00
vicus Liberia	Crinser, per day	5 00
* F. Uttail	Cruiser per day	5 00
L. Lord.	Cruiser. per day	5 00

FREE LIBRARY COMMISSION.

Name.	Position.	P
	Unclassified.	
J. M. Pereles Mrs. G. S. Morris R. G. Thwaites C. R. Van Hise C. P. Cary. Charles McCarthy M. S. Dudgeon Mrs. Theodora Browitt Mary E. Hazeltine Mrs. H. P. Sawyer Jeanette M. Drake Helen T. Kennedy Helen T. Kennedy Helen T. Turvill L. E. Stearns Margaret Brahaney Ono Mary Imhoff Alma Wilkins Mabel Gaffney Reuben McKitrick S. G. Lowrie Dorothy Karts	Member of Commission. Member of Commission. Member of Commission. Member of Commission. Member of Commission. Librarian. Secretary. Assistant Library School. Preceptor Library School. Instructor Library School Instructor Library School Instructor Library School Chief Traveling Lib. Dept. Assistant Library School. Chief Traveling Lib. Dept. Assistant Traveling Lib. Dept. Assistant Assistant. Assistant Assistant	Ex Ex Ex Ex
Turn M. Contley	Exempt.	
Lucy M. Curtiss	Stenographer	
A. L. Mayers. Laura Scott. Ormel Schlosser Irene Johnson Blanche Spencer Leone Hartman Ruby Pengelly Mary F. Carpenter Mrs. Wm. Corcoran Clarence Togstad Wm. Nellson.	Competitive. Chief Clerk. Chief Clerk. Stenographer Stenographer Clerk. Clerk. Assistant. Care-taker. Shipping Clerk Messenger.	

DEPARTMENT OF STATE GAME WARDEN.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
G. W. Rickeman	Fish and Game Warden	\$166 67
	Exempt.	
J. F. Sugden Trephania Morris	Chief DeputyStenographer	125 00 65 00
	Competitive.	
W. A. Sneeberger. Cora Sasman. C. P. Asmuth H. A. Ansorge. C. E. Baker.	Stenographer. Stenographer. Deputy, per day, Dist. No. 8. Deputy, per day, Dist. No. 2. Deputy, per day, Dist. No. 9.	70 00 50 00 2 50 2 50 2 50
W. W. Burgett M. E. Berga	Deputy, per day, State-at-Large	2 50 2 50 2 50 2 50 2 50
D. M. Cranston W. A. Cole J. I. Craig	Deputy, per day, State-at-Large Deputy, per day, Dist. No 28	2 50 2 50 2 50 2 50 2 50 2 50
P. P. Drake. G. A. Deitrich I. R. De Long C. E. Pollett J. W. Foster	Deputy, per day, State at Large Deputy, per day, State at Large Deputy, per day, Dist. No. 22 Deputy, per day, Dist. No. 21 Deputy, per day, Dist. No. 24 Deputy, per day, State at Large Deputy, per day, State at Large	2 50 2 50 2 50 2 50 2 50
H. A. Gruhike A. Hope G. L. Han	Deputy, per day, State-at-Large. Deputy, per day, Dist. No. 25. Deputy, per day, Dist. No. 20. Deputy, per day, State-at-Large. Deputy, per day, Dist. No. 10.	2 50 2 50 2 50 2 50
A. I. Hulbert. Wm. Haslam.	Deputy, per day, State-at-Large. Deputy, per day, Dist. No. 10. Deputy, per day, Dist. No. 13. Deputy, per day, Dist. No. 17. Deputy, per day, Dist. No. 29. Deputy, per day, State-at-Large. Deputy, per day, State-at-Large.	2 50 2 50 2 50 2 50 2 50 2 50
A. A. Holmes H. W. Hildebrand H. Henrichson	Deputy, per day, Dist. No. 29. Deputy, per day, State-at-Large. Deputy, per day, State-at-Large. Deputy, per day, Dist. No. 1. Deputy, per day, Dist. No. 27. Deputy, per day, Dist. No. 27. Deputy, per day, Dist. No. 15. Deputy, per day, Dist. No. 26. Deputy, per day, Dist. No. 16. Deputy, per day, Dist. No. 16. Deputy, per day, Dist. No. 33.	2 50 2 50 2 50 2 50
Paul Kimball. Michael Kleist. S. B. Kirkhoff.	Deputy, per day, State-at-Large	2 50 2 50 2 50 2 50 2 50
W. D. Lund W. P. Mason Par ge Mannel	Deputy, per day, State-at-Large. Deputy, per day, Dist. No. 12. Deputy, per day, State-at-Large. Deputy, per day, Dist. No. 22. Deputy, per day, State-at-Large.	2 50 2 50 2 50 2 50
James Oberholtzer D. O'Connor F. M. Perry	Debuty, per day, Dist. No. 12. Leputy, per day, State-at-Large. Deputy, per day, Dist. No. 22. Deputy, per day, State-at-Large. Deputy, per day, Dist. No. 6. Leputy, per day, Dist. No. 31. Leputy, per day, Dist. No. 30. Deputy, per day, Dist. No. 4. Deputy, per day, State-at-Large.	2 50 2 50 2 50 2 50
Martin D. Robrecht	Deputy, per day, State-at-Large. Deputy, per day, Dist. No. 3. Deputy, per day, Dist. No. 7. Deputy, per day, State-at-Large. Deputy, per day, State-at-Large.	2 50 2 50 2 50 2 50 2 50 2 50
Rooth G. Russell Randall Sampson Spencer E. Storrs	Deputy, per day, State-at-Large	
E. Storrs W. True E. Waterbury A. Albrecht	Deputy, per day, Dist No. 11	2 50 2 50
	Deputy, per day, Dist. No. 14	2 50

STATE BOARD OF HEALTH AND VITAL STATISTICS

· Name.	Position.	P
	Unclassified.	_
E. S. Hayes H. A. Meilike Charles Sutherland	Member of Board	Es Es
C. A. Harper. L. E. Spencer. L. P. Mayer. W. F. White.	Member of Board. Member of Board. Member of Board. Member of Board.	Ez Ez Ez Ez
	Exempt.	
C. A. HarperAmelia A. Walters		
	Competitive.	
I. W. Hutchcroft. May Wolf. Alma Anderson Edna Pflster. Winnie Warner Leona Webster Josephine Binnewies. Elsie Fehlandt Genevieve Lottis Elsie Gaebele. Lydla Vick. Florence Stephanl Jessie Bennett Anna Wald. Elizabeth Wissler Margaret Foran	Chief Clerk Stenographer Clerk Stenographer Clerk	

DEPARTMENT OF INSURANCE.

Name.	Position.	Cpt
	Unclassified.	_
George E. Beedle	Insurance Commissioner	,
- · · · -	Exempt.	
Herman L. EkernR. H. Hillyer	Deputy Commissioner	! !
	Competitive.	
Fugene Shepard. L. A. Anderson P. D. Gurnee E. A. Ketchum Frank Bryant. Mrs. M. Montelth William Glenz. N. J. Frey.	Actuary. Assistant Actuary. Examiner. License Clerk. Filing Clerk. Clerk.	

BUREAU OF LABOR AND INDUSTRIAL STATISTICS.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
Beck	Commissioner	\$250 00
A. Bahr	supt. Free Employment Office	100 0
Carroll	Supt. Free Employment Office	100 00
McMullen	Supt. Free Employment Office	100 00
Schreiber	Supt. Free Employment Office	100 00
The state of the s	Exempt.	
Poster	Deputy Commissioner	133 (0
Priceh Davidson	Stenographer	70 00
Davidson	Competitive,	10 00
	Competitive.	
Pietzsch	Chief Clerk	117 (*
Beck	Clerk	70 (0
Vogt	Stenographer and Clerk	75 0
Vallier	Factory Inspector	125 03
Strauh	Asst. Factory Inspector	100 00
st Lenhoff	Asst. Factory Inspector	100 00
ockney	Asst. Factory Inspector	100 0 0
. Evans	Asst. Factory Inspector	100 00
. Kaems	Asst. Factory Inspector	100 0 0
Bloom	Asst. Factory Inspector	100 00
Porter	Asst. Factory Inspector	100 00
. Norris	Asst. Factory Inspector	100 00
Walby	Asst. Factory Inspector	100 00
P. Peterson	Asst. Factory Inspector	100 00
I. Kremer	Bakery Inspector	100 00
M. Perdue	Asst. Factory Inspector	100 00
Fenton.	Extra Clerk.	70 00
Hollister.	Clerk.	70 00
W. Reyers	Clerk.	70 0
ide Swett	Clerk	70 01
	Labor.	
a Martin	Janitress	10 07
I. Brck	Laborer	60 00

STATE HISTORICAL SOCIETY.

Name.	Position.	Compensation.
	Unclassified.	
liam w. Wight. ben G. Thwaites ien S. Hanks.	Treesurer	\$3.500.00
8. Bradley	Librarian and Asst. Supt.	2,000 00
Stuart Foster	Reading Room chief	1,200 (0
Curier Tilton	Documents and Mss. chief	

STATE HISTORICAL SOCIETY—Continued.

	1	_
Name.	Position.	P
	Unclassified.	
Charles E. Brown	Museum chief	1
Daisy G. Beecroft	Superintendent's clerk	1
Kate Lewis. Louise Phelps Kellogg. Irwin Billman. Edna C. Adams. Robert E. Berigan. Emma Isabel Hean. Ada Griswold. Mary E. Jones. Roy H. Proctor. Clara A. Richards. Mildred Stiles. Mabel C. Weaks.	Cataloguer Editorial assistant Editorial assistant General assistant General assistant General assistant General assistant Editorial assistant General assistant	1
	Competitive.	
Magnus Nelson	Head janitor and general mechanic Janitor and general mechanic Janitor and general mechanic	
	Labor.	
Bennie Butts Tillie Gunkel Elizabeth Alsheimer Anna Mausbach Gertrude Nelson Nella Warneckee William Clerkin Rupert Schmeltzer Burdett Kinne Barbara Brisbois Sena Hagen Charles Kehoe	Cloak room attendant	:

DEPARTMENT OF PUBLIC LANDS.

Name.	Position.	C pi
	Unclassified.	
James A. Frear	Commissioner	Ex Ex Ex
1	Exempt.	
Grace Underhill	Stenographer, one-half time	
; !	Competitive.	
W. H. Bennett	Chief clerk	

BOARD OF NORMAL SCHOOLS.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
H. O. Hamilton	Member of board	Expenses
G. B. Nelson. F. H. Lord.	Member of board	Expenses
d. Harrington	Member of board	Expenses
E. Horan	Member of board	Expenses
Thos. Morris. Theo. Kronshage.	Member of board	Expenses
F. D. Ensign	Member of board	Expenses
218 positions	Professors—total monthly salary	\$28,934 50
ļ	Exempt.	! !
William Kittle	Secretary	\$206 88
Florence Reynolds	Stenographer	60 00
	Competitive.	
La Crosse:		
Minnie Johnson C. W. Reed	Clerk Engineer	65 00 75 00
All Wall kee	Engineer	15 00
Maud Burdick	Clerk	
Alice Free	Assistant clerk	50 00 135 00
vankosh:	saurtor and engineer	133 00
George A. Foster	Clerk	70 00
Mahel A. Riordan. Marguerite Damuth.	Assistant clerk Pianist	45 00 10 00
	Engineer	75 00
Evan Vincent	Janitor	55 00
Oelle Rurke	Clerk	65 0 0
Tals, J. Grindell	Pianist	25 00
A. Henry	Janitor Engineer	60 00
Y Tr Falle.	r.ngineer	80 0 0
Laine Williams	Clerk	70 00
D. Pratt	Pianist Engineer and janitor	10 00 100 00
	ingineer and jameor	100 00
'Vinifred II Chindian	Clerk	65 00
Geo. F. Breitbach.	Engineer	55 00 55 00
		35 00
Helen A. Hill.	Clerk	70 00
M O'TT	Engineer Janitor	85 00 65 00
""ICESTOP"	vaultui	100 00
Illian C. Neipert.	Clerk	65 00
L'and C. Mether		
Nora M. Wood. James O'Neill. W. B. Rieder.	Pianist Janitor	20 00

BOARD OF NORMAL SCHOOLS—Continued.

Name.	Position.	-
-	Labor.	
La Crosse:	Plane	Ų
John McKay	Janitor	
Peter A. Hammer		
A. L. Marshall	Jamitor	
dilwaukee:	Assistant janitor	[
and there.		
Ernest Hornberg	,	
Edward C. Behling	Janitor]
John J. Jones	Assistant janitor]
Albert Endter		
Platteville:	•	- 1
Mrs. H. F. Austin		
Charles Deery	Night fireman	
Mrs. Leng Henry.		
Mrs. Rose Long	Laborer	• • • •
tevens Point:	T abana	- 1
Joe Monian		
Otto W. Schreiner		••••
Paul Schadewald.	Aight meman	
uperior: · Ole Lund	Assistant janitor	1
	Azonatant jamitut	
Vhitewater: H. M. Place	Janitor	

OIL INSPECTION DEPARTMENT.

		_
Name.	Position.	C pe t
Edward L. Tracy	Unclassified. State oil inspector	•
Edward D. Tracy	Exempt.	
M. B. Hoeneffer	Stenographer	
J. K. Johnson. James McGee. John H. Stouthamer. R. J. Maltpress. W. D. Schoenfield. Geo. H. Ferris.	Chief deputy inspector	\$
Nicholas Groetzinger. Frank B. St. Louis. F. M. Charlesworth	Inspector Inspector Inspector Inspector Inspector	

O!L INSPECTION DEPARTMENT—Continued.

Name.	Position.		Com- pensa- tion.	
!		Competitive Class.		
Graham	Inspector		. Fe	
Mitchell	Inspector		Fe	
Stupfell	Inspector		Fe Fe	
A. Beach	Inspector Inspector		Fe	
LytleWilson	Inspector		Fe	
Peters	Inspector		Fe	
Hicks	Inspector		Fe	
d Engsberg	Inspector		Fe	
Christoph	Inspector		F	
Brink	Inspector		Fe	
Mohr. Jr	Inspector		Fe	
Battles	Inspector		F	
Wightman	Inspector		Fe	
Omundson	Inspector		Fe	
Niedb alski	Inspector		F	
Bell	Inspector		F	
Bronstad	Inspector		F	
Wilson	Inspector		F	
Zelle	Inspector		F	
M. Lindholm	Inspector	• • • • • • • • • • • • • • • • • • • •	F	
Speck	Inspector		F	
Sprague	Inspector Inspector		F	
Wood Campbell	Inspector	•••••	F	
Archer	Inspector		F	
Berg.	Inspector		F	
Ose Cook.	Inspector		F	
li Dhemore	Inspector		F	
100mpson	Inspector		F	
" Leneis	Inspector		F	
	Inspector		F	
	Inspector		F	
	Inspector		<u>F</u>	
	Inspector		F	
	Inspector		F	
	Inspector		F	
	Inspector	•••••	F	
en dre	Inspector			
	Inspector	•••••	F	
estman elson	Inspector Inspector		F	
	Inspector		F	
Ud.	Inspector		F	
)lin	Inspector		F	
	. Hopector		\$2.831	

DEPARTMENT OF PUBLIC PROPERTY.

Name.	Position.	
	Unclassified.	
0 0 Days at		
C. C. Bennett	1	
	Exempt.	
J. W. Groves	Assistant superintendent	
	Non-Competitive.	
C. Thompson	Coachman and caretaker	
	Competitive.	
Levi M. Bresee. L. L. Ketchum. John C. White.	Chief clerk. Chief engineer, capitol Operating engineer, heat, light and power plant	
Andrew J. Holmes	Engineer heat, light and power plant Assistant engineer, capitol	
John F. Novatney Wesley M. Ketchum	Assistant engineer, capitol	
Herbert R. Dorman	Assistant engineer	
George H. Mason	State carpenter	
Charles Gussman	Assistant carpenter	
Toleff O. Homme	Assistant painter	
Martin Matzdorff	Police	
S. T. Dodge	Police	
W. H. Cobb	Police	
Robert LaffertyGeorge Bancroft	Police Police	
Stephen C. Baas	Police Night watchman	
John Lyons		
John Hoffman	Elevator operator	
Clarence Wagen	Elevator operator	
Frank Higgins	Elevator operator	
Charles Oleson	Janitor	
Ole O. Elverkrug	Janitor Junitor	
C. C. Howard	Janitor Janitor	
K. W. Jensen. Ole O. Elverkrug. C. C. Howard. C. H. Wanamaker. Even Eckern.	Janitor Janitor	
Wm. Miller	Janitor	
Frank L. Vail	Janitor	
T J. Davies		
Joohn G. Jennings	Janitor	
J. F. Beck	Janitor	
R. N. Qualey	Carpet manCuspidor cleaner	
Edward Harrington	Fireman	
Charles Beyler Peter Lynaugh	Fireman Fireman	
Michael Welch	Fireman	
Calvin Wise	Helper, heating plant	
H. G. Dyer	Helper, heating plant	

DEPARTMENT OF PUBLIC PROPERTY—Continued.

Name.	Position.	Com- pensa- tion.
	Labor.	
N. A. Bennett.	Laborer	60 00
J. () Sell	Laborer	60 00
VIII Nebermerhorn	Laborer	60 00
D. Gilhert	Laborer	60.00
"W Prant	Laborer	60 00
AURICK DOTIE	Laborer	60 00
wike Coulter	Laborer	60 00
uurew Peterson	Laborer	60 0
luery J. Halseth	Laborer	60 00
ILL Anderson	Laborer	60 0
I. U. Hart	Laborer	60 0
'Щ. Briggs	Laborer	60 ∩
#45 Inorness	Laborer	60 0
44(ther 'l'hompson	Laborer	60 00
atrick Marks	Laborer	60 0
Torre Heartlien	Laborer	60 00
ary DeRenzo	Scrubwoman	46 50
ary Wiric	Scrubwoman	48 50
LLT Roberts	Scrubwoman	48 ₹
TIDA Hagenbacker	Scrubwoman	46.70
bristine Gunderson	Scrubwoman	46 50

EMPLOYEES OF RAILROAD COMMISSION AND TAX COMMISSION JOINTLY

Name.	Position.	Com- pensa- tion.	
	Non-Competitive. Civil engineering inspector	\$1~0 00	
'. D. Konnett	('ivil engineer inchestor	150 00	
		125 00	
		150 00	
". Harris	Field electrical inspector	150 00	
4. HOVev	Rallway safety service expert	150 00	
		125 00	
B. Hetab	Field siril angineer inencator	125 00	
		125 00	
		150 00	
		125 00	
" PATH'T.	Field electrical inspector	110 00	
1. Harson	Field electrical inspector	100 €0	
		125 00	
4. (iPCL4	lest field inspector of one serv	100 00	
		100 00	
		4 00	
		4 00	
F. Johns.	Asst. field inspector, mech. eng. service.	100 00	
N -	Exempt.		
D. Yoritz	Chief stenographer and file clerk	75 00	
O	Competitive.		
G. Burritt.	Asst. inspector, civ. eng. service, day!	3 00	
Boone.	Asst. inspector, civ. eng. service	80 00	
L. Luedke	Asst. inspector, civ. eng. service	75 00	
P. Hitchcock	Stenographer	60 00	
P. Sasman.	Stenographer	60 00	
		50 00	
Beilley.	Typewriter clerk	50 00	
Coleman.	Messenger	40.00	

RAILROAD COMMISSION.

Name.	Position.	COm- press. tion.
	Unclassified.	
B. H. Meyer. Halford Erickson. John H. Roemer E. F. Gruh. Margaret A. Schaffer. W. H. Hagenah. F. A. Newton. P. H. Schram. W. J. Huddle. J. N. Cadby. L. H. Lathrop. W. R. Schmidley. F. J. Natwick. G. C. McNaughton. W. B. Shulte. J. N. Ridwell.	Commissioner Commissioner Commissioner Expert Expert Expert Expert in financial statistics Expert Expert inspector of gas and elec. serv. Expert inspector of electric service. Expert inspector of electric service. Expert assistant service inspector. Expert assistant service inspector. Expert assistant service inspector. Expert assistant service inspector. Expert office assistant, per day Expert assistant safety service inspector	#16 66 66 100 000 000 000 000 000 000 000
	Exempt.	
J. M. Winterbotham. W. C. Daumling	Secretary Stenographer	208 📑 125 🗪
	Competitive.	
J. F. Hogan. A. W. Pott. C. E. Schreiber. Rosalind S. Moore. S. T. Walker. Frank T. McCormick. R. M. Hoyt. R. V. Adams. A. E. Emerson. Wm. N. Deneen. Inez Robinson. Joseph Smethurst. Walter Timm. Ida M. Breitkreutz. Emily E. Clark. C. E. Rightor. Natalie H. Mullon.	Chief rate clerk Clerk Statistician Clerk Assistant secretary Stenographer Stenographer Assistant rate clerk Clerk Clerk Clerk Clerk Clerk Clerk Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer	130 100 100 100 100 100 100 100 100 100

DEPARTMENT OF STATE.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
J. A. Frear	Secretary of state	\$416 6 6
	Exempt.	
A. T. Torge	Assistant secretaryStenographer	208 00 75 00
	Competitive.	
L. B. Nagler J. T. Lee Don Sherman. W. H. Comerford Claire Cook. J. R. Edwards J. R. Edwards J. R. Edwards J. R. Edwards J. C. MacKenzie Tim Murphy B. S. Harrison Ida Kissel A. J. Cobban Amy Karras Harvey Howitt John Lorigan Joseph Gannon Joseph Gannon Joseph Elerce Lima Ekern Los Christopherson	Chief clerk Chief bookkeeper Flist assistant bookkeeper Second assistant bookkeeper Warrant clerk Incorporation clerk Assistant incorporation clerk Printing clerk Assistant printing clerk Filing clerk Notarial clerk Statistical clerk Recording clerk Registration clerk Vault clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk	150 00 150 00 188 00 108 00 100 00 100 00 125 00 100 00 83 00

TREASURY DEPARTMENT.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
A. H. Dahl	Treasurer	\$116 (6
	Exempt.	
Henry Johnson.	Assistant treasurer	208 00 83 00
	Competitive.	
Louis Rupp	Bookkeeper General elerk General elerk	150 00 150 00 133 00 133 00 116 00 62 00

FIRE MARSHAL.

Name.	Position.	P
	Unclassified.	
T. M. Purtell	State fire marshal	
	Exempt.	
J. M. Sexton	Assistant fire marshalStenographer	
	Competitive.	
J. E. Florin. W. G. End G. H. Kiland. W. E. Finnegan. C. G. Good. S. S. Summers.	Deputy	

BOARD OF IMMIGRATION.

Name.	Position.	Cope pe t
	Unclassified.	
J. A. Frear	Commissioner	Ex Ex Ex
	Exempt.	
A. D. Campbell	SecretaryStenographer	i

LIVE STOCK SANITARY BOARD.

Name.	Position.	C Pi t
Dr. W. B. Clarke. E. G. Hastings. G. Fischer George McKerrow. George Wiley.	Unclassified. Member of board. Ex Ex Ex Ex	
	Exempt.	
Herbert Lothe	Secretary	؛ ا

SCHOOL OF MINES.

Name.	Position.	Com- pensa- tion.
S. F. Smalley R. 1. Dugdale Pour instructors.	Unclassified. Member of board	Expenses Expenses \$620 00
G. Kirkpatrick	Competitive. Janitor	50 00

BOARD OF AGRICULTURE.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
George McKerrow Geo. C. Cox. A. H. Dahl. George Wylle. Grant U. Fisher C. H. Everett. G. F. Roessler. Geo. C. Cox. William McLaren. Charles H. Hill. John L. Herbst. James J. Nelson. David Wedgewood. Ed. Nordman. L. E. Scott.	President Vice-president Treasurer (ex-officio) Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board	Expenses Expenses Expenses Expenses Expenses Expenses Expenses Expenses Expenses Expenses Expenses Expenses Expenses
John M. True	Exempt. Secretary Clerk	\$208 38 75 00
Blanche Crocker	Competitive. Clerk and stenographer	65 00

STATE VETERINARIAN.

Name.	Position.	C
	Unclassified.	_
D. B. Clark	State veterinarian	. 1
	Exempt.	
W. A. Wolcott	Assistant veterinarian	
	Competitive.	
Dr. B. F. Holmes	Deputy, per day	
Dr. W. G. Clark	Deputy, per day	
Dr. A. H. Hartwig	Deputy, per day	
Dr. M. W. Downing.	Deputy, per day	
Dr. J. W. Beckwith	Deputy, per day	
Dr. C. A. Deadman	Deputy, per day	
Dr. J. R. Glasgow	Deputy, per day	
Dr. G. D. Litttle	Deputy, per day Deputy, per day	
Dr. L. A. Forge.	Deputy, per day Deputy, per day	
Dr. A. F. Roub	Deputy, per day	
Dr. J. M. O'Reilley	Deputy, per day	
Dr. L. J. Hart	Deputy, per day	
Dr. Jay P. West	Deputy, per day	
Dr. H. D. Pattison	Deputy, per day	
Dr. F. W. Achen	Deputy, per day	
Dr. L. M. Wright	Deputy, per day	

DEPARTMENT OF EDUCATION.

Name.	Position.	pe
	Unclassified.	
C. P. Cary	State superintendent	:
	Exempt.	
	Assistant superintendent Stenographer	
	Competitive.	
H. L. Terry W. E. Larson C. L. Harper Walter H. Hunt Geo. H. Drewry A. J. Winnie O. S. Rice Winona Merrick Dora E. Casey Claire Parsons.	Chief clerk. State school inspector. State school inspector. Denf school inspector. Library clerk. Index and filing clerk. Stenographer	

UNIVERSITY.

Name.	Position.	Com- pensa- tion.
	Unclassifică.	
i s	Professor and scientific staff, monthly salaries	\$ 54,118 6 6
•	Exempt.	
ffreypencertand	Secretary Clerk and stenographer, regents Registrar Rendering temporary service, per hour.	200 00 108 37 250 01 20 to 406
	Non-Competitive.	
ylorrow	Matron, Chadbourne hall Bookkeeper, Extension Dept	91 66 108 33
	Competitive.	1
)n	Purchasing agentStatistical clerk	150 00 62 50
ts	Bursar Clerk Clerk	166 74 80 00 91 74
Snyderauser	Clerk Messenger	72 50 25 00
iek	Clerk	85 00 108 87 72 50
linsin	Clerk Assistant purchasing agent.	83 37 83 37
riedland	Stenographer, purchasing department. Clerk and stenographer Storekeeper	72 50 55 00 50 00
lkinson	Secretary to president Registrar's assistant	108 33 75 00
yderinkhoff	Stenographer Stenographer Stenographer	65 00 62 50 60 00
dfrey	Assistant to registrar	55 00 25 00 133 33
bodytel	Architect	250 00 108 33
lrich	Stenographer Draughtsman Draughtsman	55 00 75 00 83 00
1	Draughtsman Chief operating engineer	100 00 150 00
rsonnnellrd	Clerk C. P Superintenden building and grounds Assistant editor	40 00 125 00 55 00
cher	Clerk, extension (Milwaukee) Chief clerk, extension	40 00 90 00
anuan	Clerk and stenographer	67 00 63 00 60 00
soncKee	Stenographer	55 00 55 00 50 00
men	StenographerStenographer	50 00 43 00
yonsetcham	Stenographer	48 00 45 00

Name.	Position.	C pe
	Competitive Class.	1
John Bassler	Clerk	l
Glen Vitense	Clerk	
Vincent Norris	Clerk	Į
Fannie G. Sanford	Clerk and stenographer	
Florence Turneaure.	Clerk and stenographer	
Alice B. Cronin	Clerk and stenographer	!
Genevieve McGowan.	Stenographer	
R. J. Schmelzer	Blue printing	ĺ
Helena Leute	Stenographer and clerk	Į.
Elizabeth McKee	Stenographer and clerk	
Jessie F. Wilcox	Stenographer and clerk	1
Emil A. Kronquist	Clerk	ĺ
Catherine H. Klein	Stenographer	l
Gwendolyn Curran Frances W. Durbrow	Clerk, registrar	ĺ
Frances W. Durbrow	Clerk, registrar	ĺ
F. R. Paine	Page	ĺ
Alene Merz	Clerk and stenographer	!
Mary A. Glen	Clerk and stenographer	ĺ
Anna L. Daly	Clerk and stenographer	l
Ruth Hayner	Clerk, per hour Supply elerk	i
R. J. Schanel Hilda L. Wolley	Stenographer	ì
David I. Rowe	Local instructor—Ex.	ı
L. M. Post	Mechanician	t
J. P. Foerst	Mechanician	i
Nellie E. Griffiths	Clerk	•
David Charles	Janitor	,
Walter Blumenstein Mary Sayles	Houseman Pastry cook	1
Arthur Blumenstein	Janitor	
Ester Sufeldt	Cashier	
Chas. Batty	Janitor	l
Geo. Willett	Janitor	
W. W. Deards	Janitor	
Wm. Post	Elevator man	İ
Ellen Link	Janitor (part time)	ĺ
Walter Newcomb	Janitor	ĺ
Maud Newcomb	Housekeeper	ĺ
Ernst Osterfund	Janitor Elevator man	
Film Vetter	Elevator man	í
John Danielson. Ernst Morschhauser. F. C. Budd.	Elevator man	ĺ
Ernst Morschhauser	Supply clerk	
F. C. Budd	Night watch	ļ.
Geo. Anderson	Janitor Janitor	ı
Fred Sperling.	Janitor	ĺ
Albert Davis	Janitor	i
Patrick Clerkin	Janitor	ĺ
John Bolzt	Janitor	1
Geo. Westerfield	Janitor	1
Arthur Otis	Janitor Janitor	!
Mary Grasser	Janitor	Į
Peter Huss	Janitor	
R. A. Brockway	Janitor	
S. T. Morgenson	Janitor	

Name.	Position.	Com- pensa- tion.
	Competitive Class.	
oescher	Janitor	60 00
beockhel	Janitor Janitor	55 00 50 00
onohan	Janitor	30 00
ngfield	Tool room attendant	25 00
teffen	Mechanical assistant	60 00
elm	Janitor	60 00
hrle Rowley	Cement laborer	55 00 50 00
ing	Janitor	55 0
ssmaesler	Janitor	55 0
is	Janitor	50 0
ohnson	Janitor, per hour	2
nmersleyderder	Night watch	60 0 30 0
od		65 O
zel	Engineer, Pump H. 1	40 0
lis	Engineer C. heating plant 1	85 00
ven	Engineer C. heating plant 1	80 0
lifeornBurke	Engineer C. heating plant 1 Fireman C. heating plant 1	75 0 70 0
olf	Fireman C. heating plant 1	70 0
Welsh	Fireman C. heating plant 1	70 0
nple	Foreman	70 0
utchler	Chief carpenter	108 3
Coyne	Carpenter	75 0
ohrenson	Carpenter Carpenter	75 0 75 0
ol!	Carpenter	75 0
ale	Carpenter	75 0
dge	Carpenter, per hour	374
ngfield oibv	Carpenter, per hour	371/
illis	Carpenter, per hour	371/ 371/
en	Carpenter, per hour	374
ng	Carpenter, per hour	374
ones	Carpenter, per hour	371/
alentine	Carpenter, per hour	374 3
otter	Carpenter, per hour	3
mussen	Painter	75 00
ley	Painter, per hour	371/
ranzen	Painter, per hour	371/
nvick	Painter, per hour	371/ 371/
land	Painter, per hour.	374
nes	Mason, per hour	50
hompson	Electrician	100 0
yford reck	Electrician Electrician, per hour	75 00 3-
Outzen	Electrician, per hour	3.
dberg	Steam fitter	85 O
Emery	Steam fitter	80 9
depohl	Steam fitter, per day	2 8
ookeres	Steam fitter	70 0 65 0
wer	Steam fitter, per hour	3
	Plumber	85 0
Huebner		
ennig	Plumber	83 3

Name.	Position.	Com- pensa- tion.
	Competitive Class.	
J. S. Hipple	Mechanician, per hour	39
F. E. Halik	Mechanician, per hour	38
G. A. Gross	Mechanician, per hour	28 38
H. N. HansonG. Schmelzer	Mcchanician, per hour Foreman, per day	3 40
George Hutton	Foreman	8500
J. Hoffman	Carpenter	75 00
A. L. Anderson	Foreman	65 00
Idalyn Bibbs	Stenographer	42 (0
Alma H. Krueger Lewis R. Zorbel	Stenographer	1 40 00
W. L. Showers	Assistant Clerk	80 00
J. W. Brann	Clerk, per hour	30
E. M. Henwood	Bookkeeper	7500
Mildred Oakey	Stenographer	55 00
Mary Coleman	Stenographer	45 00
Lucile Charles	Clerk, per hour	75 00
F. W. Fox	Herdsman	75 00
Etta Sheehy	Stenographer	55 00
F. Weifenbach	Foreman	70 00
Herman Ullsporger	Foreman	50 00
M. B. Mitchell	Stenographer, per week	7 50
Wm. Peterson	Foreman Farm foreman	60 00 50 00
Edmund Bothke	Farm foreman.	80 00
H. C. Hansen	Foreman	80 00
Henry T. Hansen	Foreman	36 08
J. J. Ackert	Supervisor dairy tests	58.79
H. A. Cobb	Supervisor dairy tests	1 5.5° 1 3.00
R. T. Harris	Clerk, per day	
J. M. Kroll	Supervisor dairy tests	
Roy Lauderdale	Supervisor dairy tests	i Pers
George C. Morris	Supervisor dairy tests	
Walter Pryse	Supervisor dairy tests	Fees
A. O. Randall	Supervisor dairy tests	
Chas. L. Turner	Supervisor dairy tests	
F. H. Whiting	Supervisor dairy, tests	l Fees
W. F. Wick	Supervisor dairy tests	Fees
F. R. Weymouth	Supervisor dairy tests	
Anna K. Fiedler	Clerk Clerk	65.00
Minnie Kelley	Clerk	60 00
Agnes Esser	Clerk	60 (0
Margaret Lynch	Clerk	60 00
Susie Schwartz	Clerk	60 00 60 00
Monica Kleinheinz	Clerk	50 00
Adelaide Kleinheinz	Clerk Clerk	50 00
Flossic Polley		20
Myrtle E. Jones	Clerk, per hour	15
Minnie O. Hausman	Clerk, per hour	90 15
Frances Lipppert	Clerk, per hour	13
B. L. Crainton	Clerk, per hour	22 33
P. A. Reynolds	Clerk, per hour	92
David Charles	Janitor	55 00
C. F. Burroughs	Poultry expert	55 00

Name.	Position.	Com- pensa- tion.
	Labor Class.	
atherine Wattawa	Waitress, per week	5 00
anline Ganser	Waitress, per week	4 00
hirley A. Kramer	Waitress, per week	4 00
farie Christophersonulia Flood	Waitress, per week	5 00 4 00
lose Gorman	Dishwasher, per week	5 00
forva Jarvis	Waitress, per week	4 00
lizabeth Link	Dishwasher, per week	4 00
abel Hendrickson	Assistant cook, per week	5 00
ary Ericksonarbara Spawn	Assistant cook, per week	6 00
sie Moon	Assistant cook, per week	5 00 5 25
Innie Kurt	Laundress, per week	6 00
mma Vetter	Night watch, per week	7 50
lia Ganser	Assistant cook, per week	5 00
na Sehmitz	Waitress. per week	4 (
oma Blankenheim	Head waitress, per week	12 00
oda Osterfund	Bell maid, per week	7 50
arth Rockney.	Meat cook, per week	10 00 5 00
na Miller	Waitress, per week	5 2
nma Rockney	Waitress, per week	5 00
nelia Myra	Waitress, per week	5 0
ttie Shivers	Janitress, per week	9 00
ry Sullivan	Laundress, per week	5 73
ry Schmelzer	Laundress, per week	6 2
na Hanson	Laundress, per week	5 5
retta Hollandtrude Hohler	Laundress, per week	6 00 1 00
rion Seim	L ndress, per week	5 50
hel Beek	Wa tress, per week	6 00
ima Bennish.	Dishwasher per week	6 00
le Bersehen	Dishwasher per week	6 00
rrie Billig	Waitress, per week	4 50
ther Crabtree	Waitress, per week	4 50 1 70
pha Deadmanvona Hoffman	Coo', per day	2 50
™na Hoffman	Assistant cook, per week	7 00
ara Klein	Waitress, per week	7 50
freda Sutzerath	Waitress, per week	5 : 8
thel Lynch	Waitress per week	6 2
uisa Mathison	Cook, per day	
zabeth Miner	Assistant matron	4 50 65 6
na Noen	Cook's assistant, per week	7 00
ra Moen		7 00
na Miller		6 :
sell Murphy	Waitress, per week	6.25
mie O'Brien	Waitress, per week	5 00
llie Palmatier	Waitress, per week	6 70
ta Prieve		18 0 1 40
a Schuitz	Waitress, per week	6 00
her Schatz		5 F (
her SchatzS. Taylor	Student helper, per week	4 25
ith Wooodward	Waitress, per week	4 50
nnah Hodge	Janitor	35 PC
v Illegan		35 00
Nolan		80 00
n Fastman	Sunday watch, per day	2 00

Name.	Position.	i
	Labor.	
Lizzie Mahoney	Charwoman	İ
	Charwoman, per hour	
Addie Woodward	Charwoman, per hour	
May Trask	Charwoman, per hour	
May Trask. Mildred Rutishauser	Charwoman	1
Edna Tiede	Charwoman, per hour	
John Bauhs.	Drayman	İ
John Bauhs Wm. Diebold	Teamster	
Fred Carpenter	Helper	1
Frank Casserly	Laborer, per hour	i
Chas. Foss	Laborer, per hour	
Otis Honman	Helper, per hour	
M. Wolf F. Sanderson	Laborer, per hour	
F. Sanderson John Conner	Laborer, per hour	
Carl Fuss	Laborer, per hour	
A. Beyler T. McCabe	Laborer, per hour	
T. McCabe. J. McCormick	Laborer, per hour	1
Val Herrlein	Laborer	i
John Haak	Laborer	l
	Laborer	
John Schwartz. Herbert Gwin F. W. Goth	Laborer, per hour.	
John Rogers	Laborer, per hour	
John Rogers Geo. Leonard	Laborer, per hour	
H. E. Cutler	Laborer, per hour.	
	Laborer, per hour	
	Laborer, per hour	
Clarence Blackburn	Laborer, per hour	
	Laborer, per hour	
	Laborer, per hour	
Oscar Hegerich	Laborer, per hour	
T TO LIGHTED	Laborer, per hour	
C. Dolle	Laborer, per hour	i
r W Clark	Laborer, per hour	l
or - Dille	Laborer, with team, per day	
Joe Matthews	Head teamster	
TT Absorpt	Teamster	
A Word	Teamster	
J. H. Hoffman	Teamster	ł
T Chaddon	Laborer	
4 Wolen	Laborer	
E. Kirst	LaborerLaborer	
F F Ceneteskie	Laborer	1
L. L. Henry	Laborer	
R. Stevenson	Laborer	
H F Parsons	Laborer	
A F. Schulz	Laborer	1
F. W. Moyer	Horse shoer	1

Name.	Position.	Com- pensa- tion.
	Labor.	}
rille	Laborer	48 00
	Laborer	45 00
	Laborer	48 00
	Laborer	48 00
le	Laborer	48 00
	Laborer	48 00
rton	Laborer	48 00
ller	Laborer	48 00
	Laborer, per hour	18
	Laborer, per day	
æ	Laborer, per day	2 00
	Laborer	75 00
au	Laborer	45 00
	Laborer	45 00
·	Charwoman, per hour	15 10 00
	Delivery man	45 90
	Student assistant	25 00
	Night watchman	50 00
	Laundress	
	Assistant	75 00
	Herdsman	(0 00
	Assistant dairy barn	69 00
	Assistant dairy barn	45 00
	Assistant sheep barn	60 00
	Assistant horse barn	50 00
	Assistant scientific experiment	60 00
	Assistant hog barn, per hour	50
	Assistant scientific experiment, per day.	2 00
• • • • • • • • • • • • • • • • • • • •	Laborer	50 00
• • • • • • • • • • • • • • • • • • • •	Laborer	45 00
••••••	Laborer	45 00
· · · · · · · · · · · · · · · · · · ·	Laborer Janitress, per hour	45 00
e	Janitress, per hour	. 15 (6 66
	Laborer	55 00
	Laborer, per hour	30 W
·11	Laborer, per hour	40
a	Laborer, per hour	1214
on	Laborer, per hour	1214
	Laborer, per day	1 90
	Laborer's helper	50 00
er:	Laborer	35 00
1es	Special assistant	37 50
tier	Laborer, per day	1 75
1	Charwoman, per hour	15

SUPREME COURT.

Name.	Position.	P
	Unclassified.	
John B. Winslow. Roujet D. Marshall. Joshua Erle Dodge. Robert G. Slebecker. James C. Kerwin. William H. Timlin. John Barnes.	Chief justice Justice Justice Justice Justice Justice Justice Justice Justice	:
•	Exempt.	
Clarence Kellogg F. K. Conover F. W. Arthur H. G. Pickering Joseph Gallagher Arthur A. McLeod Thos. P. Nelson Wilbert Liess Ella M. Law J. E. Usher Kate Kershaw C. H. Beyler J. B. McCoy	Clerk Reporter Assistant reporter. Assistant (part time) Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Messenger Janitor	
	Office of Revisor of the Statutes.	
- 1 N -L	Exempt.	
I. J. Nash Arthur F. Belitz Evelyn Schuckhart Lily A. Butler Forence Eastman Marle Farness Lauretta Hollatz Anna O'Keefe. Mary B. Orvis Arline Perry Hallie Perry Florence E. Rimsnider Inez Robinson Lydia Salsman Lcna M. Shleis	Revisor Assistant revisor Secretary Copy clerk Clerk Clerk Filing clerk. Clerk Copy clerk Copy clerk Copy clerk Copy clerk Copy clerk Copy clerk Cierk Cierk Cierk Cierk Cierk Cierk Cierk Cierk Clerk	

TRUSTEES OF THE STATE LIBRARY.

Name.	Position.	Com- pensa- tion.	•
	Unclassified.		
Boujet D. Marshall	President		
D. Winslow	a resident		
Willia Frie Dodge			
word in Niehecker	••••••		
durs C. Kerwin			
"Illam H Timite	• • • • • • • • • • • • • • • • • • • •		
ohn Barnes	•••••		
L. Gilbert			• •
	Exempt.		
illion G. Glasfer	Secretary and librarian	\$208	33
	Assistant librarian	150	
	Index clerk		
	Stenographer	40	00
Paul J. Bremer	Janitor	70	00

CAPITOL COMMISSION.

Name.	Position.	Com- pensa- tion.
	Unclassificd.	
O. H. Ingram James O. Davidson Sagnus Swenson Go. H. D. Johnson J. A. Van Cleve.	President Executive committee (ex officio) Chairman executive committee Executive committee and finance com Finance committee	Expenses Expenses Expenses
	Exempt.	
Lew F. Porter	Secretary Stenographer	\$416 33 50 00
	Non-Competitive.	
bas. A. Halbert	Assistant secretary and inspector	100 00

GEOLOGICAL AND NATURAL HISTORY SURVEY.

Name.	Position.	Corner - tions -	_
James O. Davidsoon	Unclassified. Commissioner Commissioner Commissioner Commissioner Commissioner Commissioner Exempt.	Expense Expens	15 65 65 65
W. O. Hotchkiss A. R. Hirst M. W. Torkelson H. J. Kuelling S. Weldman C. Juday F. T. Thwaites F. W. Huels C. L. Dake Hyrum Schneider F. I. Musback Louise Jahns A. H. Meyer L. R. Schoenmann T. J. Dunnewald S. B. Dudgeon L. F. Augspurger C. A. LeClair W. F. Blair E. J. Graul O. I. Bergh	State geologist Engineer Bridge engineer Assistant cngineer Geologist Biologist Assistant geologist Peat report Geological assistant Geological assistant Field assistant and analyist Analyist Field assistant Field assistant Field assistant Analyst Assistant Analyst Assistant Analyst Assistant Analyst Analyst Analyst Analyst Analyst Field assistant Competitive.	175	00000000000000000000000000000000000000
Bess Brewer	Stenographer	90 00 25 0	

TAX COMMISSION.

Name.	Position.	Com- pensa- tion.
•	Unclassified.	
Norman S. Gilson	Commissioner Commissioner Commissioner	\$416 66 416 66 416 66
	Exempt.	
Geo. H. Francis	Secretary	167 00 100 00
	Competitive.	
Prof. W. D. Penec. Pring J. Koester Linn W. Evans. Admind J. Brabant L. James A. Crocker L. V. Cowles L. T. Nolan D. H. Spohn L. T. Thurston D. Campbell A. Heliman Obert C. O'Malley Linner L	Engineer Reporting stenographer and assistant Index clerk and librarian Clerk Assistant and special agent Assistant and special agent Assistant and special agent Assistant and special agent Assistant and special agent Assistant and special agent Assistant and special agent Assistant and special agent Assistant and special agent Assistant and special agent Assistant and special agent Assistant and special agent Clerk Expert and special agent Assistant and special agent Assistant and special agent Assistant and special agent Assistant and special agent Assistant and special agent Assistant and special agent Assistant and expert Assistant	167 00 115 00 100 00 100 00 100 00 100 00 100 00 50 00 50 00 50 00 50 00 70 00 65 00 70 00 65 00 125 00 100 00 100 00
B. Garver	Assistant	100 00 100 00 75 00
B. Thayer	Special agent. Clerk Clerk	70 00 55 00 45 00
en Machlis	Assistant and clerk	40 00 40 00 40 00

LEGISLATURE.

Assembly.

Name.	Position.
	Exempt.
E. Shaffer	
	Competitive.
E. Pearson	Assistant journal clerk, per day
S. Summers	
J. Goldschmidt	General clerk, per day
. E. Van Matre	General clerk, per day
aximillian Schoetz	Fnrolling clerk, per day
. V. Nevinsarch Polk	Eurolling clerk, per day Stenographer, per day
. J. Nelson	Stenographer, per day
. J. Hughes	Stenographer, per day
. J. Saposs	Stenographer, per day
. C. Tretow	Stenographer, per day
. A. Heinrich	Stenographer, per day Stenographer, per day
eorge Blanchard	Statistical stenographer, per day
. C. Sheperd	Stenographer, per day Stenographer, per day
Robotka	Stenographer, per day
7. A. Lawton	Stenographer, per day
. L. Oeland	Typewriter, per day
l. (†. 1.66	Typewriter, per day
V. E. Kirk	Typewriter, per day
Istry V Ross	Assistant sergeant at arms, per day
. W. Cheever	Postmaster., per day
. A. Hanks . E. Nelson . F. Puls	Document clerk, per day
F. Puls	Post office messenger, per day
F. Wright S. Stevenson	Policeman, per day
. Brackenwagen	Laborer, per day
W. Prehnohn Gauerke	Gallery police, per day
L. Thompson	Clouk room attendant, per day
rancis Lamb	Messenger, per day
L. Vogt	
I. W. Hawker B. Bonde	Messenger, per day
V. F. VanderHyden	
Iarry E. Benedict	Messenger, per day
rank J. Riefawrence Stoddard	Messenger, per day
 A. Goldberg	Messenger, per day
ulius Hembre Paul E. Slawson	Messenger, per day Messenger, per day
. A. Jerabeck	Messenger, per day
I. O. Femrite	Messenger, per day
v. w. rrench	Messenger, per day
dathew Carey	Messenger, per day
Enrl Polley	Messenger, per day

LEGISLATURE—Continued.

Senate.

Name.	Position.	Com- pensa- tion.
P. F. Andrews. R. C. Palconer.	Exempt. Chief clerk, per session	\$500 00 500 00
	Competitive.	
R. F. Smith. Geo. M. McLaughlin. F. M. Wyle. J. T. Huntington. C. A. Worth. J. H. Frazier. L. D. Wolfenson. R. H. Hillyer. J. H. Sapiro. A. W. Galloway. F. W. Spencer. C. E. Mullen. Tred Onstad. C. B. MacCrossen. R. W. Schlegel. John Bessey. L. R. Webster. O. P. Peterson. W. A. Anderson. T. H. Sanderson. E. A. Pierce. G. M. Emerich. Olaf Goldstrang. J. A. Eastman. Thos. J. Farley. Leon B. Crane. E. G. Cooper. Hardol Lampert. Roland Munroe. Grille Swarthout.	Journal clerk, per day. Assistant journal clerk, per day. Bookkeeper, per day. Assistant bookkeeper, per day. Index clerk. Proofreader, per day. Stenographer, per day. Stenographer, per day. Stenographer, per day. Stenographer, per day. Stenographer, per day. Stenographer, per day. Stenographer, per day. Stenographer, per day. Stenographer, per day. Stenographer, per day. Stenographer, per day. Stenographer, per day. Stenographer, per day. Typewriter clerk, per day. Typewriter clerk, per day. Typewriter clerk, per day. Typewriter clerk, per day. Typewriter clerk, per day. Custodian document room, per day. Custodian document room, per day. Nightwatch, per day. Messenger, per day.	5 000 5 000 5 000 5 000 5 000 5 000 5 000 5 000 5 000 5 000 5 000 5 000 6

NORTHERN HOSPITAL FOR THE INSANE.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
. Sherman	Superintendent.	\$208 32
	Exempt.	
fabel Perkins	Stenographer	30 00
	Non-Competitive.	
. A. Bachler	Steward	125 00
. E. Gilson	Assistant steward	95 00 40 0
V. L. Muttart	Attendant	55 0
V. H. Chase. Valter Slattery.	Attendant	30 0
lmer Paige	Attendant	5.5
lerman Mueller	Attendant	40 (-
rnest Menke	Attendant	33.
rank Weekworth.	Attendant	3U - 0
F. Smith	Attendant	34 -10
red Feldman	Attendant	
d. Peterson	Attendant	22
lbert Sandman	Attendant	34 (
L. Morgan	Attendant	27 (8)
Villiam Laphan	Attendant	45
rank Hewitt	Attendant	= 27
J. Friedel	Attendant	26 26
. Janowiak harles Boyer	Attendant	20
Villi m A. Dorschel.	Attendant	_ <u>9</u> 5 - <u>95</u>
. Gilbertson	Attendant	96
ł. H. Crispeames Golden	Attendant	25
Villiam Brigham	Attendant	25 25
Valter Raleigh		25
Ierman Fauk	Attendant	2
lmer Hunt	Attendant	2
Daniel Buckley		25
Henry Baum		2
. J. Erdlitz	Attendant	; £
ohn Nash	Attendant	j 50
lara Baxter	Attendant	30
ennie Russell	Attendant	30 30
da M Smith	Attendant	J 30 (
feta Mueller	Attendant	25 0
ncy Koshnick	Attendant	# 21 a
harlotte Severance		25 Qr
nne Neubauer	Attendant	25 00
aura Riedel		· 200
llara Eisenach		200
nnette DeGuire	Attendant	200
Iary Stuelkė,	Attendant	7 00

IRN HOSPITAL FOR THE INSANE-Continued,

me.	Position.	Com- pensa- tion.
	Non-Competitive.	
**************	Attendant	21
	Attendant	22
	Attendant	22 21
	Attendant	25
***************	Attendant	24
	Attendant	25 20
	Attendant	20 20
*************	Attendant	20
	Attendant	23
***************************************	Attendant	20
	Attendant	20 20
	Attendant	20 20
	Attendant	20
	Attendant	25
	Attendant	25
************	Attendant	25
·············	Attendant	25 25
	Attendant	25
***************************************	Attendant	25
	Assistant cook	15
	Assistant cook	15
	Assistant cook	17
************	Barber.	30
	Cook	75
	Assistant cook	40
	Assistant cook	27
***********	Assistant cook	26
	Competitive.	
	Second assistant physician	100
www.pawwa.com.com.com		
	Third assistant physician	
	Fourth assistant physician	65
	Fourth assistant physician	65 50
	Fourth assistant physician Matron Druggist.	65 50 50
	Fourth assistant physician Matron Druggist Stenographer Supervisor	65 50 50 30
	Fourth assistant physician Matron Driggist Stenographer Supervisor Supervisor	65 50 50 30 60 62
	Fourth assistant physician Matron Dryggist Stenographer Supervisor Supervisor Supervisor	65 50 50 30 60 62 45
	Fourth assistant physician Matron Druggist Stenographer Supervisor Supervisor Supervisor Supervisor Supervisor	65 50 50 30 60 62 45
	Fourth assistant physician Matron Dryggist Stenographer Supervisor Supervisor Supervisor	65 50 50 30 60 62 45
	Fourth assistant physician Matron Drivgist. Stenographer Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Baker	65 50 50 30 60 62 45 40 33 30
	Fourth assistant physician Matron Driggist Stenographer Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Baker Carpenter	65 50 50 30 60 62 45 40 33 75 70
	Fourth assistant physician Matron Druggist. Stenographer Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Baker Carpenter Carpenter	65 50 50 30 60 62 45 40 33 30 75 60 52
	Fourth assistant physician Matron Driggist. Stenographer Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Carpenter Carpenter Carpenter Carpenter	65 50 50 30 60 62 45 40 33 30 75 70 52 29
	Fourth assistant physician Matron Druggist. Stenographer Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Carpenter Carpenter Carpenter Carpenter Carpenter Fingineer	65 50 50 30 60 62 45 40 33 30 75 50 29
	Fourth assistant physician Matron Driggist. Stenographer Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Caperter Carpenter Carpenter Carpenter Fingineer Assistant engineer Night engineer	65 50 30 80 62 45 45 33 30 70 52 29 90
	Fourth assistant physician Matron Druggist. Stenographer Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Bupervisor Supervisor Cupervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Haker Carpenter Carpenter Carpenter Casistant engineer Assistant engineer Night engineer	65 50 30 60 62 45 40 33 30 75 29 90 60
	Fourth assistant physician Matron Druggist Stenographer Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Carpenter Carpenter Carpenter Carpenter Engineer Assistant engineer Night engineer Fireman	65 50 50 80 62 45 40 33 30 52 29 60 50 55 55
	Fourth assistant physician Matron Druggist. Stenographer Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Baker Carpenter Carpenter Carpenter Carpenter Lighter Assistant engineer Night engineer Fireman Fireman Gardner	50 50 80 62 45 45 40 33 70 52 29 90 50 55 55
	Fourth assistant physician Matron Druggist Stenographer Supervisor Supervisor Supervisor Supervisor Supervisor Baker Carpenter Carpenter Carpenter Fingineer Assistant engineer Night engineer Fireman Fireman Gardner Mason	65 50 30 60 60 62 62 64 64 60 52 90 60 55 60 60 60 60 60 60 60 60 60 60 60 60 60
	Fourth assistant physician Matron Druggist. Stenographer Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Baker Carpenter Carpenter Carpenter Carpenter Lighter Assistant engineer Night engineer Fireman Fireman Gardner	65 50 30 60 62 44 40 33 75 75 29 90 60 50 55 55
	Fourth assistant physician Matron Druggist Stenographer Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Carpenter Carpenter Carpenter Carpenter Engineer Assistant engineer Night engineer Fireman Gardner Mason Nurse	65 500 500 600 602 445 403 300 755 299 900 507 553 404 755 445

NORTHERN HOSPITAL FOR THE INSANE—Continued.

Name.	Position.	P
	Labor.	
K. C. Dousman	Barnman	1
Ernest Geiger	. Assistant baker	1
Heorge W. Horton	. Carman	Ĺ
Lillian O'Dell		·J
Arthur Whitby		!
Chris. Madsen	. Farmer	1
Martin Peterson	. Farmer	
W. J. Scott	. Farmer	Į.
Asa Starks	. Farmer	ļ
Paul Reinert		!
Chas. Erickson	. Farmer	1
Julius Jensen	. Farmer	!
M. M. Morgan		
Harold Monroe		ţ.
W. H. Brink		ų.
Delia Dunn		1
Martha Otto		1
Anna Pufahl Elsie Ost	Laundress	1
Louise Rabe		1
Mary Hayes		1
Antoine Kurtz		1
Martha Hardt	Laundress	1
Mabel Ault		1
E. W. Payn		1
Nelson Dionne		ï
William Hibbert		
Martin Nimkie		
Chas. Swanson		
Margaret Mohr		i
Nancy Burke		i
Louise Steinart	Night watch	
Elsie M. Dunaway	. Night watch	1
Mrs. L. J. Stevens	. Seamstress	Ĭ.
da Bredendick	. Seamstress	İ
da Fauk		
Anna Schoenrock	. Seamstress	
T. H. Farrow	. Upholsterer	1

STATE HOSPITAL FOR THE INSANE.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
rst	Superintendent	\$250 00
	Exempt.	İ
iieks	Stenographer	30 00
	Non-Competitive.	
er	Steward	125 0 0 75 0
bner		30 00
er	' '	35 0
ırd	1 A A A A A A A A A A A A A A A A A A A	30 00
terly	Attendant	35 00
ple	Attendant	35 0
e		30 00 30 00
1	1 tton-lant	25 00
ih	1 Attendant	:0 00
Th		25 00
	Attendant	30 0
asmussen	Attendant	45 00
1		28 0 25 0
ey		25 O
vford	1	25 0
·e	1	27 00
	Attendant	28 0
		25 00
		27 00 26 00
gell		27 00
	' 1	26 00
		25 0
30n	Attendant	25 0
n		25 00 25 (d
Donald	Attendant	25 00 25 00
	******	25 00
n	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	26 00
1	Attendant	25 00
ady		25 00 30 00
еў		30 00 25 00
ier		25 00
renke		28 00
1	Attendant	21 00
I		20 00
hauer		20 00 20 00
2011		20 0
sellns		20 0
n		20 00
nson	Attendant	20 0
·	Attendan'	25 0
		20 00 21 00
orthy		21 0
mugn		21 0
У		20 0
	Attendant	24 00
<u>r</u>		20 00
. 1d	Attendant	22 00

STATE HOSPITAL FOR THE INSANE—Continued.

Name.	Position.	O pe
	Non-Competitive.	 I
Carrie Yager	Attendant	l
Susie Wortman	Attendant	1
Ida ZielkePauline Busch	Cook.	
Dora Bosselmann	Assistant cook	1
Alma Beetow	Assistant cook	ĺ
Gertrude Beasley	Assistant cook	ĺ
Flora Good	Assistant cook	ĺ
Annie Mathias	Assistant cook	ĺ
Julia Sullivan	Assistant cook	ĺ
Olga ScherbelFredericka Engen	Cook	ĺ
Millie Burnham	Assistant cook	ĺ
Anna Cox	Assistant cook	ĺ
Mary Dippolt	Assistant cook	İ
Elizabeth Nebel	Assistant cook	l
Alice Robbins	Assistant cook	1
Clara Shelton	Assistant cook	ĺ
Arthur Nebel	Barber	1
Pat Walsh	Upholsterer	ĺ
	Competitive.	
	Competitive:	ĺ
M. K. Green	First assistant physician	1
August Sauthoff	Second assistant physician	1
Mary Sauthoff	Pathologist.	
A. C. Nordvi	Druggist	1
Annie I. Oliver	Matron	!
Elizabeth Faust	Stenographer	i i
Geo. S. Hanson	Supervisor	
Jas. S. Smith	Assistant supervisor	
M. A. Sanders	Supervisor	i
John Eichmann	Baker.	
John Eichmann	Carpenter	
M. J. Hughes	Assistant carpenter	
Clarence Willis	Engineer Assistant engineer	i
Mike Toban	Assistant engineer	
Mike Toban. C. R. Bassett. L. H. Beasley.	Fireman	!
Emil Bosselmann	Fireman	
Wm. M. Ormond	Fireman	!
George Zech	Fireman	
August Braatz	Gardener	
Wm. R. Lee	Laundryman	
Engvold Bolstad	Mason	!
Ole Thompson	Assistant mason, per day	1
	Labor.	ĺ
		İ
F. N. Adams	Night watch	ĺ
August Dobrick	Night watch	i
Ira J. Powell	Night watch	l

STATE HOSPITAL FOR THE INSANE—Continued.

Name.	Position.	Com- pensa- tion.
	Labor.	•
Fred Shaefer	Night watch	32 00
C. L. Shuemaker	Night watch	28 00
Altred Watson	Night watch	26 0
Kathryn Kauten	Night watch	22 0
ise Shuemaker	Night watch	25 00
gnes Sullivan	Night watch	22 00
va Tracey	Night watch	22 00
D. Burnham	Porter	25 0
ohn Dippoit	Barnman	30 0
at Muliarkey	Cowman	30 0
elix Kearney	Drayman	25 0
H. Robbins	Assistant gardner	30 0
ana Johnston	Laundress	16 0
lara Leindorf	Laundress	18 0
ora Marquardt	Laundress	16 0
agda Maack	Laundress	16 0
ellie Mufphy	Laundress	20 0
ma Scherbel	Laundress	18 0
ouls Scheppler	Lawnman	45 0
ames Welsh	Assistant lawnman	25 0
rank Beetow	Farmer	30 0
ube Jensen	Seamstress	19 0
ocephine Murphy	Seamstress	19 0
lbert Beetow	Teamster	25 0
beodore B. Ottum	Teamster	25 0
rick Scoor	Teamster	25 0
Otto Trepish	Teamster	25 0

WISCONSIN STATE PRISON.

Name.	Position.	1
Henry Town	Unclassified. Warden	
	Exempt.	ĺ
G. H. Schroeder	Stenographer Chaplain, general Protestant chaplain Lutheran chaplain	ļ
	Non-Competitive.	
J. N. Baumel	Deputy warden	
·	Competitive.	
Guy Taft. Jacob Fuss. G. A. Benson. Ben J. P. Kramer. Dr. L. R. Sleyster. Henry Meenk. W. A. Yarham. F. L. Beal. Frank Mashek T. R. Pepowski A. L. Penfield D. E. Wilber. J. P. Mattingly. W. T. Coyle. W. A. Dempsey. John De Vos. William Brenaman W. A. Graves. W. D. Graves. E. D. Saxton. A. D. Sexton. W. C. Fuler. F. H. Binway. A. T. Aalbers. J. R. Brower. Robert Hadfield W. H. McBain. B. E. Sigler. W. A. Bayley. Thomas Green. George Steck. Louis Peterson. Adam Lawrence.	Assistant deputy warden Chief clerk Record clerk Assistant clerk Physician Keeper cellroom Keeper cellroom Keeper cellroom Keeper knitshop Keeper knitshop Keeper knitshop Keeper knitshop Keeper knitshop Keeper knitshop Keeper knitshop Keeper knitshop Keeper knitshop Keeper knitshop Keeper knitshop Keeper knitshop Keeper knitshop Keeper knitshop Keeper knitshop Carpenter Keeper knitshop Keeper kn	
Paul Huntzinger F. A. McElroy C. J. Dahl Carl Eck George Norris	Guard, cellroom. Guard, cellroom. Guard, office. Guard, hospital. Guard, special.	
C. H. Lindsley	Guard, hospital	

WISCONSIN STATE PRISON-Continued.

Name.	Position.	Com- pensa- tion.
	Competitive Class.	
B. W. Harney	Wall guard.	60 00
	Wall guard.	60 00 60 00
Henry Seeley	Guard	80 0
44. (i Raker	Keeper	65 0
T. A KAIIV	Guard	55 00
2 · L. Rockhill	Farm superintendent	75 00
v. J. Hinkamn	Guard	65 0
Fliner Heath	Guard, quarry	00 00
N. L. Zweiger	Guard, new wall	60 00 62 54
W. K. Eagleberger	Director of band	64.2
C. A. Pettibone	Translator	8 0
Mrs. M. H. Schilling	Matron	50 0
ATS. H. Zastrow	Assistant matron	20 0
Miss Allie De Vos	Organist, services	50
J. M. Lynn.	Guard, office.	55 0
P. W. Moul. Dr. W. P. Smith.	Guard	65 0
I. Buiti	Physician	150 0

HOME FOR THE FEEBLE MINDED.

Name.	Position.	Comma - pens ==- tions -
	Unclassified.	
A. W. Wilmarth	Superintendent	\$207 67
	Exempt.	
Belle B. Saxton	Stenographer	30
	Non-Competitive.	
C. C. Hayward	Assistant steward	75
James Agnew	Attendant	
Albert R. Buttters	Attendant	31
Ernest Cyr	Attendant	23 = 0
Carl Hanson	Attendant	85 000
William Hart	Attendant	25 0
Hanson Hilton	Attendant	40
P. W. Justman	Attendant	25 0
Terrence J. Knight	Attendant	84 (
Frank Lubs	Attendant	25 0
Patrick Murphy	Attendant	38 (
Claude Myre	Attendant	28 0
Patrick O'Rourke	Attendant	25 0
R. C. Raymond	Attendant	26 0
Albert Smith	Attendant	25 0
Norman Scott	Attendant	30 0
Joseph Trepannier	Attendant	25 0
Royal E. Vernon	Attendant	26 0
Maude E. Britton	Attendant	28 0
lessie Bergum	Attendant	25 0
Henrietta Borgenheimer	Attendant	25 0
Thamar_Barclay	Attendant	26 (
ouise Baumgartner	Attendant	21 0
Genevieve Butters		25 0
Mrs. Anna Baker	Attendant	21 0
Anna Cheever.	Attendant	24 0
Vellie Carpenter	Attendant	27 0
Dagmar Christenson	Attendant	21 00
Anna Dallman		
lina Douglas	Attendant	94 - 0
Edna Dieke	Attendant	21 -
Illa Erickson	Attendant	25 - 4
Ielda Elland	Attendant	27
elia Erd	Attendant	27
darie Fox	Attendant	
Bessie Fiske	Attendant Attendant	21
ouise Gebhard	Attendant	22 = 2
mily Gebhard	Attendant	5 3 3
darta Goecks	Attendant	21
ora Hicks	Attendant	2110
ena Hobbs	Attendant	211 0
Pertrude_ Heintz	Attendant	210
mma Justman		21
dabel Jones	Attendant	24 0
Mabel Keeney	Attendant	5 00 00 5 00 00
AULISC ANCHINET	Attendant	
nnahel Klofanda	Attendant	-
Annabel Klofanda	Attendant	5 00

E FOR THE FEEBLE MINDED—Continued.

e.	Position.	Com- pensa- tion.
	Non-Competitive.	
• • • • • • • • • • • • • • • • • • • •	Attendant	26 00 21 00
. 	Attendant	21 00 26 00
	. Attendant	25 00
	Attendant	21 00
	Attendant	:6 0 21 0
	Attendant	27 C
	Attendant	23 0
	Attendant	23 0 25 0
	Attendant	21 0
	Attendant	23 (4
	Attendant	29 0 21 0
	Attendant	:60
	Attendant	21 0
	Attendant	21 0 25 0
	Attendant	26 0
	. Attendant	25 0
· · · · · · · · · · · · · · · · · · ·	Attendant	28 0 25 0
	Attendant	23 0
	. Attendant	21 0
•••••	Attendant	25 0 25 0
	Attendant	25 0 25 0
	. Attendant	25 0
•••••	Attendant	250
	Attendant	26 0 25 0
	Attendant	25 0
•••••	Attendant	21 0 21 0
	Attendant	21 0 27 0
	. Attendant	21 0
• • • • • • • • • • • • • • • • • • • •	Attendant	250 260
	Attendant	26 0 26 0
	. Attendant	26 0
• • • • • • • • • • • • • • • • • • • •	Attendant	28 0
	Attendant	45 0 96 0
	Attendant	23 0
•••••	Attendant	21 0
	Attendant	25 0 26 0
	. Attendant	25 0
••••	Attendant	29 0
	Attendant	26 0 22 0
*************	Attendant	26 0
	Competitive Class.	
	. First assistant physician	126 0
•••••	. Clerk	30 0
	Matron	85 0 40 0
	. Matron	45 0

HOME FOR THE FEEBLE MINDED—Continued.

Name.	Position.	1
	Competitive Class.	
Bennetta McCoe Eisle Hazen Mrs. W. R. Taylor Kona Woolsten Allee Ceasar Eilla Kusche Marguerite Peil Gretta E. Dalton Mrs. W. H. Broooks Margaret Reed Emma C. Johnson Eladys Cartwright Arthur Smith Sadie E. Bryan D. W. Cartwright A. A. Gaynor Bernt Dahley Pat Burke C. A. Frost Ios. Bohnert H. W. Busch Raoul Mercier John Mitchell J. Mahoney Frank E. Titus Victor Boucher Charles Guse George Harrison Richard Grant Dan Ermitinger Alphonse Valliquett Martin Peterson Mike Thaler Al Williams Ed Barrett F. Tibbet John Costerisan R. J. Busch.	Matron Matron Matron Teacher, principal Teacher, kindergarten Teacher, primary Teacher Teacher Teacher Teacher Teacher Teacher, Sloyd Teacher, sewing Teacher, sewing Teacher, Att Teacher Tea	
	Labor.	
Alfred Parent. John Bruehling Louis Altman Cyril Lancour Walter Kurth Bert Michaud rve Connell. Stephen Duppen Gust Kressin. Samuel Hearn Frank Redman George Mathews	Laborer, per day. Laborer, per day. Laborer, per day. Laborer, per day. Laborer, per day. Laborer, per day. Laborer assistant. Farmer assistant Farmer assistant Farmer assistant Farmer assistant Farmer assistant Farmer assistant Farmer assistant	

HOME FOR THE FEEBLE MINDED—Continued.

Name.	Position.	Com- pensa- tion.
	Labor.	
Jens C. Peterson	Farmer assistant	43 0
See Filiott	Laundress	27 0
Allie Patterson	Laundress	26 0
THILE Kane	Laundress	29 0
** In Cornelia	Laborer, per day	8 2
Sattus Gonvea	Laborer, per day	18
e Gunderson	Laborer, per day	3 2
eter Trepannier	Laborer, per day	18
r-d. Moore	Laborer, per day	18
Phomas Duncan	Laborer, per day	18
Herman Loucell	Laborer, per day	18
Seorge Brewster	Laborer, per day	3 2
Vm. Hanson	Laborer, per day	2 0
Wm. McDonald	Laborer, per day	18
Leo Lebkie	Laborer, per day	18
ouis Toutant	Laborer, per day	2 0
Joseph Hall	Laborer, per day	18
Joseph Crowley	Night watch	44 0
Hans Karlsrud	Teamster	45 0

WISCONSIN INDUSTRIAL SCHOOL FOR BOYS.

Position.	Com- pensa- tion.
Unclassified.	
Superintendent	\$206 37
Exempt.	
Stenographer	30 00
Non-Competitive.	
Cook Assistant cook Assistant superintendent	40 00 25 00 100 00
Competitive.	
Baker Baker, per week Baker Carpenter Engineer Assistant engineer	80 00 5 00 • 40 00 70 00 85 00 50 00
	Unclassified. Superintendent. Exempt. Stenographer Non-Competitive. Cook Assistant cook Assistant superintendent. Competitive. Baker Baker, per week Baker Carpenter Engineer

WISCONSIN INDUSTRIAL SCHOOL FOR BOYS-Continued.

Name.	Position.	Com- pensa- tion.
	Competitive Class.	
F. G. Brooks	Teacher	50 00
E. T. Eaton	Teacher	40 00
B. D. Booth	Teacher, band	65 00
E. W. Owens D. E. Bryant	TeacherPrinter	50 00 60 00
A. C. Berard	Teacher	50 00
H. E. Phillips	Bookkeeper	80 00
E. O. Neff	Painter	60 00
E. C. Assmann	Teacher	50 00
Mrs. F. G. Brooks	Matron	25 00
Mrs. E. T. Eaton	Matron Teacher	20 00 4 30 00 -
Helen Bowen Booth	Matron	25 00 ×
Mrs. D. E. Bryant	Matron	25 00
Mrs. Belle Philip	Matron	25 00
Mrs. H. E. Philip	Matron	25 00 <
Hannah Assmann	Matron	20 00 🗨
Mrs. E. C. Assmann	Matron	25 00 ≪
Jessie Ross	Matron	18 00
R. G. Fowler	Farmer	50 00
Wm. Burmeister	Gardner	\$45 00
Oscar Lindholm	Teacher, manual training	50 00
C. J. Waterman	Teacher, music	50 00
J. B. Noble	Physician	
C. H. Froemming	Teacher, principal	100 00
Herman Thiele	Shoemaker	50 00
A. O. Beltz	Tailor	
Henrietta Haynes	Teacher	45 00
T. C. Klett.	Teacher	40 0
Pearl Richards	Teacher	30 0
Paul Stollberg	Teacher, Sloyd	50 0
W. J. Johnson	Laundryman	65 0
	Labor.	[
Mary Bovd	Boy's D. R	25 -
Henry Winchell	Yard	45 -
Mrs. Kitty Koll	General work	20 -
P. T. Sullivan	General work	
Fred Burmeister	General work	× =
Rose Mulholland	General workSuperintendent's rooms	35 - 0
Barney Milton	Night watchman	50 C 0
Daile Amilion		
Mrs. J. Ennisson	Officer dining room	
	Officer dining room.	2 00

SCHOOL FOR THE BLIND.

Name.	Position.	Com- pensa- tion.
	Unclassified.	6100 00
rown	Superintendent and steward Non-Competitive.	\$186 66
nderson avidson Jones leson sns. ams phens 1 leson leson leson the leson leso	Assistant steward. Supervisor Physical culture teacher Plano teacher Plano teacher Vocal teacher Orchestra teacher Tuning teacher Work teacher Work teacher Kindergartner Manual training teacher Literary teacher Literary teacher Literary teacher Literary teacher Literary teacher Cook Cook Visitor's attendant	40 00 25 00 40 00 00 55 00 40 00 15 00 40 00 15 00 40 00 40 00 40 00 40 00 40 00 40 00 25 00 25 00 18 00 00 00 18 00 00 00 18 00 00 00 18 00 00 00 00 00 00 00 00 00 00 00 00 00
ibornaleroft	Competetive. Matron	41 66 35 00 70 00 70 00
ullurke	Fireman	50 00 40 00
offerson. 17. 18. 19. 10. 11. 11. 11. 11. 11. 11	Chambermaid Chambermaid Chambermaid Chambermaid Chambermaid Dining room girl Dining room girl Dining room girl Dining room girl Dining room girl Janitress Janitress Janitress Laundress Laundress Laundress Laundress Laundress Laundress Laundress Laundress Printer	18 00 18 00 18 00 18 00 18 00 18 00 18 01 18 01 18 01 18 01 18 00 18 00 18 00

SCHOOL FOR THE DEAF.

Name.	Position.	Com pens: tion
E. W. Walker	Unclassified. Superintendent	\$188
N. M. Passage	Exempt. Stenographer.	33
F. D. Fiske. Phillip B. Ling. John McSweeney Mary Peterson. Maude Manwaring Clara Hanson. Jennie Luev Elizabeth Campbell. W. A. Cochrane. W. F. Grav. Warren Robinson. Paul Lange. H. A. Congdon Thomas Hagerty. F. J. Neesam. Almira I. Hobart. Mary D. Fonner. Frances E. Fowler. Alice T. Coburn. Stella A. Fiske. Mary Williams Katherine Williams Clara M. Gregory Dora H. Lowe. Matie E. Winston. Elsie M. Steinke. Fthelwen Hammond Clera Henderson. Edith Fitzgerald Helen Waite. Betsy Larsen Viola Ilarwood. Katherine Williams.	Non-Competitive. Assistant steward. Boys' supervisor. Butcher Superintendent's cook. Pupils' cook. Officers' cook Usher Assistant boys' superintendent. Teacher	80年5月1日 1月1日 1月1日 1月1日 1月1日 1月1日 1月1日 1月1日
Mrs. F. W. Walker. Tillie Cannon John Moore. Theo. Gilbert Walter Denham G. W. Kirk Mayme Knight Flora Bierce J. C. Febert F. C. Larsen. Louis Sheron.	Competetive. Matron Assistant matron Engineer Assistant engineer. Assistant engineer. Baker Nurse Nurse Carpenter Printer Shoemaker	41 33 67 55 50 55 24 77 10 10

CHOOL FOR THE DEAF-Continued.

,	Position.	Com- pensa- tion.
	Labor.	
	Watchman	32 00
	Barnman	30 00
	Laborer	30 00
	Seamstress	18 00
	Ironer	19 00
	Laundress	18 00
	Laundress	16 00
	Waitress	16 00
	Waitress	16 00
	Chambermaid	16 00
	Chambermaid	16 00

BLIC SCHOOL FOR DEPENDENT CHILDREN.

	Position.	Com- pensa- tion.
	Unclassified.	
	Superintendent and steward	\$150 00
	Exempt.	
ky	Stenographer	40 00
	Non-Competitive.	
	Cook	19 00
	Cook	20 00 75 00
	Competitive.	10 00
	Baker and cook	60 00
	Engineer. Farm supervisor.	65 00 45 00
	Gardner	35 00
	Matron, general	41 67
	Matron	30 00
	Matron	30 00
	Matron Matron	30 00 40 00
	Matron	20 00 20 00
	Matron	30 00
	Nurse	15 00
	Nurse	15 00
	Nurse	15 00

STATE PUBLIC SCHOOL FOR DEPENDENT CHILDREN—Contin

Name.	Position.	De ti
	Competitive Class.	
fargaret Bradley	Nurse	Ì
dna Kaudy	Nurse	
ena Almwig	Nurse	
race Allen	Nurse	
illian Goodmanson	Nurse	
ella Keiser	Nurse	
iettle White	Nurse	
V. T. Sarles	Physician	ĺ
. F. Brandt	State agent	1
. F. Evans	State agent	
Inttle Kyhl	Teacher	ĺ
largaret Haight	Teacher	İ
thel Anderson	Teacher	i
sther Drescher	Teacher	l
lessie McGowan	Teacher	1
eva Hopkins	Nurse	i
Rudolph Fetting	Painter	
otto Summerfield	Fireman	1
	Labor.	
	24001.	
Bernice Waters	Chambermaid	
fary Richter	Chambermaid	
dna Jackson	Cottage girl	
ladge Mickel	Chambermaid	
aye Mason	Cottage girl	
ena King	Cottage girl	
nna Kieffer	Cottage girl	
lary Wallace	Cottage girl	
nna Berkholtz	Cottage girl	
illie Johnson	Cottage girl	
lartha Quackenbush	Dining room.	
Sertha De Longe	Dining room.	
'arl Hoffman	Driver	!
larry Hackett	Farmhand	
Isrry HackettVilliam Hoffman	Farmhand	
lørry Hackett	Farmhand Janitor	
istry Hnekett. Villiam Hoffman. terman Mathews. Lattie Ravmond.	Farmhand Janitor Laundress, per day	
larry Hackett. Villiam Hoffman. Jerman Mathews Lattie Ravmond. Cnora Avery.	Farmhand Janitor Laundress, per day Laundress, per hour	
ierry Hackett. Villiam Hoffman ferman Mathews lattie Ravmond cnora Avery.	Farmhand Janitor Laundress, per day Laundress, per hour Laundress, per hour	
larry Hackett Illiam Hoffman Ierman Mathews Iattie Ravmond Cnora Avery Sernice Waters fadge Mickel	Farmhaud Janitor Laundress, per day Laundress, per hour Laundress, per hour Laundress, per hour	
larry Hackett. Villiam Hoffman ferman Mathews lattie Ravmond. cnora Avery sernice Waters failge Mickel. nna Attein.	Farmhand Janitor Laundress, per day. Laundress, per hour. Laundress, per hour. Laundress, per hour. Laundress, per hour.	
istry Hackett. Villiam Hoffman derman Mathews lattie Ravmond. cnora Avery. sernice Waters. Madge Mickel. inna Atteln. dary Wallace.	Farmhand Janitor Laundress, per day Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour	
larry Hackett. Villiam Hoffman ferman Mathews fattle Ravmond. cnora Avery. fernice Waters. fadige Mickel. nna Atteln. fary Wallace. ora Johnson.	Farmhand Janitor Laundress, per day. Laundress, per hour. Laundress, per hour. Laundress, per hour. Laundress, per hour. Laundress, per hour. Laundress, per hour. Laundress, per hour.	
istry Hackett. Villiam Hoffman derman Mathews lattie Ravmond .cnora Avery .ernice Waters dadge Mickel .nna Attein .dary Wallace .ora Johnson .lara Johnson	Farmhand Janitor Laundress, per day Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour	
istry Hackett. Villiam Hoffman ferman Mathews lattie Ravmond. cnora Avery. sernice Waters. Madge Mickel. nna Atteln. Mary Wallace. ora Johnson. lara Johnson. kuth Coburn.	Farmhand Janitor Laundress, per day Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour	
iarry Hackett. Villiam Hofiman derman Mathews lattie Ravmond .cnora Avery sernice Waters dailge Mickel .nna Attein .mry Wallace .ora Johnson lara Johnson kuth Coburn .irace Pierce	Farmhand Janitor Laundress, per day. Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour	
Harry Hackett. William Hoffman Herman Mathews Hattle Ravmond Lonora Avery Sernice Waters Madge Mickel Lona Attein Mary Wallace Lora Johnson Hara Johnson Hara Johnson Hara Johnson Hara Johnson Hara Here Lora Johnson Hara Johnso	Farmhand Janitor Laundress, per day Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour	

GREEN BAY REFORMATORY.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
W70D	Superintendent and steward	\$308 33
	Non-Competitive.	
ford	Assistant	125 00
(enzie	Bandmaster	8 00
orth	Choirmaster	10 00
nsdale	Organist	5 00
	Competitive,	
nmel	Physician	125 00
еу	Record clerk	5 5 0 1
	Foreman	85 0
ck, Jr	Foreman	57 E
onac	Assistant foreman	70 0
	Kitchen overseer	65 0
	Engineer c.hlef.	78 00
es	Night engineer.	65 0
8	Farmer	67 EG
s	Teacher guard	62.5
her	Teacher guard	60 0
igan	Teacher guard	60 0
ge	Guard	60 0
d	Guard	60 0
neter	Guard	57 F4
on	Guard	55 0
lind	Guard	60 0
y	Night guard, captain	62 5
n	Night guard	55 0
iette	Clerk Night guard	65 0 45 8
rte		49 8
tonan	Engineer	135 0
lv	Overseer, granite	125 0
k	Plasterer	65 0
tley	Mason	85 0
nberlain	Guard	60 0
8	Guard	55 0
PTS	Guard	58 0
nas	Guard	55 0
ner	Guard	27 5
	Labor.	
•		
oine	Housemaid	25 N

TUBERCULOSIS SANATARIUM.

Name.	Position.	Der tien n.
	Unclassified.	
J. W. Coon	Superintendent	\$100 00
	Exempt.	
Minnie Wilmot	Stenographer	\$ 5 (0)
	Non-Competitive.	
Frank Schoen	Steward	90 00
Ignace Castagna	Orderly	20 00
Charles J. Stebbins	Orderly	30 00 90 00
Henry Tickner Timothy Hanley	Orderly Chief cook	65 00
Lena Wievel	Cook	es 00
Barbara Kroll	Cook	20 00
	Competitive.	
L. A. McConigal	Matron	41 16
R. J. C. Strong	Assistant physician	66 66
Grace Holmes	Head nurse	50 00
Winifred Clifford Emily Leidgen	Nurse	3000 3500
Adah Evans	Nurse	30 00 30 00
Kittie B. Williams	Nurse	30 00
Owen McNulte	Storekeeper	30 00
Otto Gum C. A. Scott	Laundryman	10 (0 80 00
Wm. R. Whalen	Chief Engineer	45 00
Philip Williams	Night engineer	50 00
Roy Coon	Substitute	60 00
Edward Barkholtz Frank C. Webber	Fireman	35 00 25 00
Frank C. Webber	Gardner	20 W
	Labor.	
Marion Bowen	Seamstress	50 0) 50 00
Ross Baumann	Head waitress	18 00
duti Heiste		17 00
da Hoeppner	Waltress	
Pheresa Graf	Waitress Waitress	17 00
Pheresa Graf	Waitress	17 00
Pheresa Graf	Waitress Waitress Waitress	17 00 17 00
Pheresa Graf. Alice Corbett. Lydia Hermann Lillian Jones.	Waitress Waitress Watress Waitress	17 00 17 00 17 00 30 00
Pheresa Graf. Alice Corbett. Lydia Hermann. Jillian Jones. David Lewis. Libby Murphy.	Waitress Waitress Waitress Waltress General work.	17 00 17 00 17 00 30 00 20 00
Fleresa Graf. Alice Corbett Lydia Hermann Lillian Jones David Lewis Libby Murphy Edith Bowen	Waitress Waitress Waitress Waitress General work General work. General work	17 00 17 00 17 00 30 00 20 00 18 00
Theresa Graf. Alice Corbett Lydia Hermann. Lillian Jones. David Lewis. Libby Murphy. Edith Bowen. Seni Schalek	Waitress Waitress Waitress Waitress General work. General work. General work.	17 00 17 00 17 00 30 00 30 00 18 00 17 00
Theresa Graf. Alice Corbett Lydia Hermann. Lillian Jones. David Lewis Libby Murphy. Edith Bowen. Seni Schaick Edna Gerlach.	Waitress Waitress Waitress Waitress General work General work General work General work General work	17 00 17 00 17 00 30 00 20 00 18 00 17 00
Theresa Graf. Alice Corbett Lydia Hermann. Lillian Jones. David Lewis. Libby Murphy. Edith Bowen. Seni Schalek Edna Gerlach. Edith Truesdell. Louise Lange.	Waitress Waitress Waitress Waitress General work. General work. General work.	17 00 17 00 17 00 30 00 20 00 18 00 17 00 17 00 20 00
ida Hoeppner Theresa Graf Alice Corbett Lydia Hermann Lillian Jones David Lewis Libby Murphy Edith Bowen Seni Schaick Edna Gerlach Edith Turesdell Louise Lange Annie Nabor	Waitress Waitress Waitress Waitress Waitress General work General work General work General work General work General work	17 00 17 00 17 00 30 00 20 00 18 00 17 00 17 00

TUBERCULOSIS SANATARIUM—Continued.

Name.	Position.	Com- pensa- tion.
	Labor.	1
lorgan Williams	Laborer, per hour	22
we Pugh	Laborer per hour	
avid Southard	Laborer per hour	1 :
ohn Pugh	Laborer per hour	! :
ouls Aiterman	Laborer per hour	
onn Grush	Laborer per hour	
dward Williams	Laborer per hour	:
Rd Nostetter	Laborer per hour	
ack Gorman	Laborer per hour	
Arthur Davis	Laborer per hour	

WORKSHOP FOR THE BLIND.

	pensa- tion.
Unclassified. Overseer	\$112 00
Competitive.	,,,,,,,,,
William Schroeder Teacher	58 50
Mehael Zanna Teacher John Kohis. Teacher	52 00
bear Tolks Teacher	52 00
Peter Patz Teacher	52 00

INDUSTRIAL SCHOOL FOR GIRLS.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
Mary Berry	Superintendent	
	Competitive.	
H. W. Foote	Night watch	35 00
Prter James	(lardner	35 0 0
H. K. Nutting	Engineer	40 00
Nellie Warner	Teacher	35 00
	Labor.	
Florence M. Stacy	Seamstress	80 0 0

	•		
	•		

INDEX.

ADVERTISING paid, essential	PAGE 15
AMENDMENTS recommended	24
ANDERSON, JOHN request to appoint denied	44
APPLICANTS who may be rejected	243
APPLICATIONS forms prescribed number received during 3rd biennial period regulations governing rules governing.	243 7 288 270
APPOINTING OFFICER	235
APPOINTMENTS Contrary to law, penalty for. during biennial period	201 29 275
CHITECTURAL DRAUGHTSMEN	21 10
H, CONRAD F.	66
BLY loyes in service of	94 3 2 6
MENTS governing governing interpreted for political services to defend suit in which several employes have interest.	256 212 207
ployes have interest. tical, discussed political servico)	22 214
NMENT OF DUTIES Solution Sol	201

	PAGI
in hospitals	8-1
position of; classified non-competitive	11
ATTORNEY GENERAL, DEPARTMENT OF	
changes in service during biennial period	8
roster of	29
opinions of	
opinion in re. C. S. Little	213
opinion in re. C. S. Little	
synoptical index to opinions of, previously rendered 19	U-19
BANK EXAMINERS	
classification of	23
Classification of	-
BANKING DEPARTMENT	
classification of bank examiners	23
roster of	290
BART, WILLIAM. F.,	
transfer involving promotion denied	(.(
transfer involving promotion demed	
DENINERO NEWOON A	
BENNETT, NEWTON A.,	69
employed as helper at heating plant	υ.
DIAVOITADD C. W	
BLANCHARD, G. W.,	65
transfer of	03
BOARD OF AGRICULTURE	82
changes in service of, during biennial period	
roster of	313
BOARD OF CONTROL	
changes in service of, during biennial period	8
roster of	297
TARREL OF THE STATE OF THE STAT	
BOARD OF HEALTH	
changes in service of, during biennial period	90
roster of	302
103(6) 01	
BOARD OF IMMIGRATION	
	91
changes in service of, during biennial period	313
roster of	
and the second s	
BOARD OF NORMAL SCHOOL REGENTS	96
changes in service of, during biennial period	305
roster of	,,,,,,,
DAND	
BOND	244
may be required	~
DDINGE 1 ()	
BRIDGE, J. C.,	58
investigation of	
BREITKREUTZ, IDA,	
transfer to railroad commission	35
Manatal M Ishilosa Commission	

Inaex.	
RIGGS, O. G., request for special examination denied	PAGE 39
ROUGHTON, C. E., affidavit of	28
BUREAU OF LABOR AND INDUSTRIAL STATISTICS changes in service of, during biennial period	92 303 44-45
BURGETT, W. W., temporary appointment disapproved	29
CAPITOL COMMISSION application of, for special helpers' examination denied application of, to appoint John C. White under sec. 17, paragraph 2	55 82
CARTER, THEDA request for transfer denied	67
CERTIFICATIONS of eligibles, law governing. of laborers, rules governing. rules governing.	284
CERTIFICATIONS OF PAY ROLLS claim of Edward Fess denied. claim of Newton A. Bennett denied. in cases of technical violation only. law governing	70
CHANGES IN SERVICE Curing biennial period	
HAPLAINS in state penal and charitable institutions classified exempt	
Dowers and duties prescribed	
TIZENSHIP essential in competitive examinations	
CIVIL SERVICE defined law	934

Index. .

CIVIL SERVICE COMMISSION	PA
appropriation for	2
changes in service during biennial period	
chief examiner of, powers and duties prescribed	
compensation of officer and employes ofdefined	
expenditures for local examiners	232
expenditures of, during year ending June 30, 1900	
expenditures of, during year ending June 39, 1910	
how created	
may prescribe regulations	
minutes of meetings of	
powers of	238
powers to classifypresident, duties and responsibilities of	241
president, duties and responsibilities of	287
report of	7
roster of	298
rules of	j0-286
salaries of commissioners, proposed amendment	24
secretary of, powers and duties prescribed	287
CIVIL SERVICE COMMISSIONERS	200
compensation of	236
CLAIMS	70
of Edward Fess as game warden denied	37
of Frank Hood for services	
of C. W. Rhodes.	290.
	•
CLARK, HARVEY	53
complaint of	V -
CLASSIFICATION	
application of state treasurer to classify position of night watch	63
exempt	
application to classify night watch in office of state treasurer	65
denied	71
assistant photographer at university as of unclassified service	3
assistant purchasing agent at university non-competitive	1
attendants non-competitive	_
oil inspector	2 00
bank examiners	2
bookkeeper and assistant instructor in accounting at univer-	
sity as non-competitive	j
changes in	
chief clerk of fish commission exempt by law,	2
classified service by rule	7
coachman at executive residence as non-competitive	=
dentists for occasional service non-competitive	_
designated employes of Wisconsin historical commission as	4
non-competitive	_
employes of state board of health rendering service for federal	
government as non-competitive	11-4-5
legislation extending merit system recommended	
mytron i nynnonirno myll non-romnelllive	

ATION—Continued.	PAGE
of positions in	79_80
er for university extension work as non-competitive	38
s in department of revisor of statutes as exempt by	
	61
of commission to classify	241
re required to classify as exempt	245
ion clerk at university as non-competitive	36
verning	260
y for legislative committee on industrial insurance as	
-competitive	51
y for legislative committee on insurance of bank depos-	•
as non-competitive	51
agent for commission of labor and industrial statistics.	
s of	17
78 Oli	17
apher and statistican for university registrar as non-	7 0
ipetitive	52
s employed at university as exempt	68
tendent of fisheries as in competitive class	225
ity photographer as of unclassified service	59
sitions may be included in non-competitve class	251
ED SERVICE	
s of	244
ency of tenure of	81
f, law governing	252
	260
verning	200
ion for reinstatement	55
ATION	
ries)	20
,	
TIVE CLASS	
	00=
of superintendent of fisheries	225
verning	262
sitions are included	246
IVE EXAMINATIONS	
hip essential	242
	74-78
held during third biennial period	7
onal, rules governing	280
ions governing.	290
ions governing	200
Im o	
(TS	
on the complaint of M. W. Waite	42
ens of Waupun concerning employes in prison	28
t, Harvey, of persons dismissed for cause	53
nam, Charles N., in re. state oil inspector	66
am. C. L., as oil inspector	33
anda, A. J30	_34_35
anda, A. J	
agent	-65-67
er, Tony, relative to Milwaukee game wardens	62_63
•	J.2-00
23	

COMPLAINTS—Continued.	PAGE
of Pugh, William	28
of Schell, F. Wof Tracy, Edward L., that candidates have had previous knowl-	58_59
edge of examination questions	54-55
CONTRIBUTIONS	214
(see political service)	207
COURT DECISIONS '	
ex rel. Wagner v. Dahl	228
DART, G. W.	EO 59
case oftemporary appointment as game warden disapproved	49
DAIRY & FOOD COMMISSION	30
changes in service of, during biennial periodroster of	83 298
DENTISTS	
for occasional services, classified non-competitive	34
DUNHAM, CHARLES N. complaint of, in re. state oil inspector	66
EDUCATIONAL REQUIREMENTS	12
EDUCATION	12
not always essential in examinations	
EFFICIENCY in the service discussed	19
•	
EFFICIENCY RECORDS essential	23
rules governing	279
ELIGIBLE LISTS	274
rules governing	•
ELIGIBILITY period of, fixed by law	246
ELIGIBLES	
total number during third biennial period	247
EMERGENCY APPOINTMENTS	245
in penal and charitable institutionslaw governing	243 248
EMPLOYE	235
defined	200

Tions	
TIONS tive, number held during third biennial period	PAGE
tive promotional, rules governing	280 12
ardensompetitive	14 74_78
spetitive, requirements of temporary appointments	248
les governing	13 27 3
of former employers	14 39
verning	272
held at all county seatss of	242 74_80
in, rules governing	273
RS	
y ofppropriation for	1-4 237
ons governing	289
'E DEPARTMENT	
f	297
CLASS	
ion to classify night watch in office of state treasurer ied	65
of positions in	79-80
s exempt by laws included by rule	245 261
s in department of revisor of statutes classified of chief clerk of fish commission	61 220
verning	260
s employed at university	68
YURES	***
service commission during year ending June 30, 1909 service commission during year ending June 30, 1910	18 2 183
service commission for local examiners18	3-1-187
N OF MERIT SYSTEM	
ended	25
FFICER AND MATRON	11
'ARD	
`	70
EDNA	
nt of Madison merchants relative to conduct of, as pursing agent	65_67
ing agent at university, status of	221
SHAL, DEPARTMENT OF,	_
in service during biennial period	84 312

FISHERIES, COMMISSION OF	PAGE
position of chief clerk exempt by law	220
position of superintendent of fisheries classified competitive	225
roster of	299
TO DOMEST IN THE ADMINISTRATION OF	
FORESTRY, DEPARTMENT OF	0.5
changes in service of, during biennial period	85
request for authority to appoint federal employes denied	68
roster of	299
FREE LIBRARY COMMISSION	
	85
changes in service of, during biennial period	300
roster of	300
CALLOWAY A W	
GALLOWAY, A. W. Transfer of	41
Transfer of	71
· · · · · · · · · · · · · · · · · · ·	
GAME WARDEN, DEPARTMENT OF	
application of Nels Johnson for rehearing	56
application of C. S. Little	59-62
case of A. W. Gratz	47-57
case of George Kingsley	59
claim of Edward Fess denied	70
complaint of Tony Mauer relative to Milwaukee game wardens.	62_63
changes in service of, during biennial period	80
roster of	301
eligibility affected by residence discussed	217
examinations, statistics of	14
jurisdiction of civil service commission to investigate	205
Little, C. S., case of	65
rehearing of S. P. Richtman and Gus Kolb	55
rules governing certification	275
status of Conrad F. Asmuth	66
status of Val Raeth	66
statute governing preparation of lists interpreted	209
temporary appointment of W. W. Burgett disapproved	29
temporary appointments of Stone and Dartt disapproved	49
and III was a T	
GRAHAM, C. L.	33
complaint of	30
ON LINE A MI	
GRATZ, A. W.	40 57
case of	41-01
an ay aggregation	
GRAY, WILLIAM	39
request for special examination denied	00
GREEN BAY REFORMATORY	106
changes in service of, during biennial period	345
roster of) 1 J
	n of
GEOLOGICAL & NATURAL HISTORY SURVEY, DEPARTMENT	r or 89
changes in service during blennial period	324
roster of	324 262
members of staff classified exempt	204

•	
HARTLEY, C. J. transfer of	PAGE 41
HEARINGS to classify position of chief oil inspector to exempt position of night watch in state treasury	
HENSEL, E. F., examination papers rerated	39
HISTORICAL LIBRARY COMMISSION changes in service of, during biennial perioddesignated employes of, classified non-competitive	91 61
HISTORICAL SOCIETY roster of	303
HOME FOR FEEBLE MINDED changes in service of, during biennial period	107 336
HOOD, FRANK claim for services	37
HOWARD, MARY transfer of	50
NDUSTRIAL SCHOOL FOR BOYS changes in service of, durlng biennial period roster of	116 339
INDUSTRIAL SCHOOL FOR GIRLS changes in service of, during biennial period	118 347
INSURANCE COMMISSION changes in service of during biennial period	92 302
INVESTIGATIONS action on report of legislative investigating committee	43 46 56 57 56 205
employment of G. W. Dartt. into conduct of J. C. Bridge, a janitor. into misappropriation of stamps. power of civil service commission to make.	50 58 58 45 51 239
OHNSON, NELS application for rehearing and reinstatement as game warden	56
NGSLEY, GEORGE application on behalf of	59

KLOFANDA, A. J. complaint of	1_35
number of positions in	251 -50 284 282
LABORERS for state capitol, rules governing selection	38
LEGISLATION IN PREVIOUS SESSIONS	17
employes, appointments of, must be from suitable eligible lists. employes may be assigned to other duties than those examined	93 201 201
LITTLE, C. S. case of	319
LIVE STOCK & SANITARY BOARD roster of	312
classified exempt by rule	237 262 1-4 187 271
LOCAL REGISTER OF LABORERS provided for by law	251
MACHINIST	10
MADISON MERCHANTS complaint of, relative to conduct of university purchasing agent	5_6
MANDAMUS cannot compel discretion to be exercised in a particular way to compel certification of pay rolls, law governing	2
MATRON CHADBOURNE HALL classified non-competitive	
MATSON, BERTHA temporary transfer of	

MAUER, TONY	PAGE
complaint of, relative to Milwaukee game wardens	
MECHANICIAN	10
MINUTES OF MEETING OF COMMISSION	28-71
NORTHERN HOSPITAL FOR INSANE	
changes in service of, during biennial period roster of	119 328
ON-COMPETITIVE CLASS	
assistant purchasing agent at university classified	35 17 49
bookkeeper and assistant instructor in accounting at university	
classified	53 37
dentists for occasional service	34
designated employes of Wisconsin historical commission employes of state board of health rendering service to federal	61
government	47
matron Chadbourne Hallorganizer for university extension work	28 38
positions included by rule	268
positions as deputy treasury agents classified by rule	268 36
requisition clerk at university	268
secretary of legislative committee on insurance of bank deposits	
secretary of legislative committee on industrial insurance special agents for commissioner of labor and industrial statistics	51 44_45
stenographer and statistician for university registrar	52
what positions may be included in	251 268
what positions in tax commission are by rule	269
what positions in university are by rule	26 8
N-COMPETITIVE EXAMINATIONS	
requirements of temporary appointments	248
FICE NOT A PROPERTY RIGHT	228
FICIAL INFLUENCE	
corrupt use of, deemed bribery	257
L INSPECTOR, DEPARTMENT OF	
changes in service of during biennial period	97 204
chief deputy, classified competitive, may be classified otherwise complaint of Charles N. Dunham	204 66
complaint of C. L. Graham	33
complaint of Edward L. Tracyhearings to classify position of chief deputy	54-55 48-50
roster of	306
INIONS OF ATTORNEY GENERAL	90_227
index to, prior to 1908	

and the second second	PAGE
ORAL EXAMINATIONSrules governing	13 273
PALMER, DR. T. S. quoted	14
PAY ROLLS certification of, law governing	208 258
PENALTY for corrupt use of official influence	257 257
PHOTOGRAPHER assistant at university, classified by law as of the unclassified service	7.1
PHYSICIANS.	10
POLITICAL AFFILIATIONS shall not be discussed in examination.	. 255
POLITICAL ASSESSMENTS law governing	. 256
POLITICAL CONTRIBUTIONS (see assessments)	. 213
POLITICAL SERVICE AND CONTRIBUTIONS discussed.	. 22
POLITICAL SERVICE law governing interpreted	. 211
POSITIONS, LIST OF satisfactorily filled by competitive examination	. :
PRESIDENT OF CIVIL SERVICE COMMISSION duties and responsibilities	. 287
PROBATIONARY PERIOD provision for	. 241
PROMOTIONS laws governing rules governing rules governing discussed during biennial period	. 278
PUBLICITY	. 15

PUBLIC LANDS, DEPARTMENT OF changes in service of, during biennial period	PAGE 93 304
PUGH, WILLIAM complaint of	28
PURCHASING AGENT of university, complaint of Madison merchants relative to conduct of	-65-67 221
RAFTH, VAL status of	66
RAILROAD COMMISSION changes in service of, during biennial period roster of	99 310 268
ILICO AD AND TAX COMMISSIONS	309
TENDATIONS Coverning.	254
F cannot change salary fixed by law.	196 282
RATION OF ELIGIBLES governing in case of tie	271
TIONS 2	87-293 286
ATEMENTS scharged employe in penal or charitable institution can be made for just cause.	193
governing.	32-182 250
TOUS AFFILIATIONS not be discussed in examinations.	
ALS in Denal and charitable institutions. law governing. law governing discussed. lower to determine cause vested exclusively in officer. lower to remove incident to power to appoint.	193 245

REPORT OF COMMISSION
RERATINGS papers of Hensel, E. F papers of Shauer, Joseph G papers of Smith, R. E
RESIDENCE Where lists are prepared by districts, discussed
RESIGNATIONS not effective until accepted or acted upon
REVISOR OF STATUTES, DEPARTMENT OF changes in service of, during biennial period
REVISOR OF STATUTES, SUPREME COURT changes in service of, during biennial period
RHODES, C. W. claim of
RICHTMAN, S. P. application for reinstatement
ROSTER OF CLASSIFIED SERVICE law governing
ROSTER OF EMPLOYES
RULES of civil service commission
SALARIES of commissioners, proposed amendment fixed by law, cannot be divided or reduced readjustments recommended
SASMAN, EUNICE transfer of
SCHAUER, JOSEPH G. examination papers rerated
SCHELL, F. W. complaint of
SCHELL, MARJORIE appointment as stenographer denied
SCHOOL FOR THE BLIND changes in service of

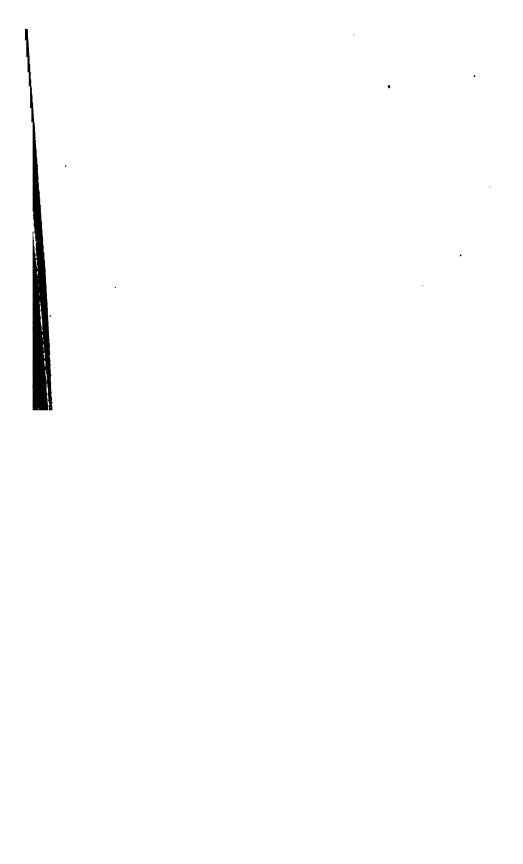
SC HOOL FOR THE DEAF changes in service of roster of	PAGE 129 342
SC HOOL OF MINES roster of	313
SCHUCKHARDT, EVELYN transfer involving promotion denied	60
SECRETARY CIVIL SERVICE COMMISSION Powers and duties prescribed	287
SECRETARY OF STATE, DEPARTMENT OF changes in service of, during biennial period	101 311
SENATE employes in service of	95 327
SEX rule governing certification	276
SMITH, R. E. Sxamination papers rerated	40_41
SPENCER, F. W.	41
STATE PUBLIC SCHOOL AT SPARTA Changes in service of, during biennial period	145 343
STATE HOSPITAL FOR THE INSANE Changes in service of, during biennial period	130 332
STATE PRISON Changes in service of, during biennial period	153 334
STATISTICS OF EXAMINATIONS	74-81
STONE, J. W. temporary appointment disapproved	49
STUDENTS when classified exempt by rule	261
SUBORDINATE defined	235

SUPERINTENDENT OF PUBLIC PROPERTY, DEPARTMED changes in service of, during biennial period	
coachman and caretaker at executive residence classified n	on-
roster ofspecial rules governing selection of laborers	• • •
SUPERINTENDENT OF SCHOOLS, DEPARTMENT OF changes in service of, during biennial period	
SUPREME COURT, DEPARTMENT OF revisor of statutes, department of, changes in service during ennial periodroster of	
SUSPENSIONS law governing	
TAX COMMISSION changes in service of during biennial period roster of	
TAX PAYERS right of action	
TEMPORARY APPOINTMENTS acceptance by an eligible does not affect his standing on register	
TENURE in classified and unclassified service compared	
TRACY, EDWARD L. complaint of	5
TRAINED NURSE	
TRANSFERS authorized during biennial period. of Bart, William F., involving promotion denied of Blanchard, G. W. of Briekreutz, Ida, to railroad commission. of Carter, Theda, denied. of Curtin, J. H., to position as statistical clerk authorized. of Galloway, A. W. of Hartley, C. J. law governing. of Howard, Mary.	

R ANSFERS—Continued.	PAGE
in penal and charitable institutions	245
of Matson, Bertha	38
rules governing	278
of Sasman, Eunice	39 60
of Schuckhardt, Evelyn, involving promotion denied of special agent to the position of statistical clerk authorized	30
of Spencer, F. W	41
RANSFERS AND PROMOTIONS	
rules governing discussed	20
'EREASURER, DEPARTMENT OF	
changes in service of, during biennial period	105
roster of	311
D Brown a common part popularity of	
REASURY AGENT, DEPARTMENT OF	105
changes in service of, during biennial period	105 268
what positions are classified non-competitive by rule	200
RUSTEES OF STATE LIBRARY	
roster of	323
UBERCULOSIS SANITORIUM	
Changes in service of, during biennial period	149
roster of	346
No.	
NCLASSIFIED SERVICE	
defined	240
Number of positions in	79_80 81
Dermanency of tenure of	91
VI VERSITY	
pplication to classify photographer	58_59
ssistant purchasing agent classified non-competitive	35
bookkeeper and assistant instructor in accounting classified	
non-competitive	53
Changes in service of, during biennial period	154
Classification of assistant photographer as of unclassified service	71
Complaint of Madison merchants relative to conduct of pur- chasing agent	85 87
• rganizer for extension work classified non-competitive	38
requisition work classified non-competitive	36
roster of	315
status of purchasing agent	2 2 1
stenographer and statistician for registrar classified non-com-	
petitive	52
Students classified exempt by rule	261 68
Students employed in, classified exempt	268
• • •	200
ETERANS	
Preference does not apply where maximum age requirements	
conflict	42
Preference rule	275

VETERINARIAN, DEPARTMENT OF changes in service of, during biennial period roster of	PAGE 105 314
WAGNER vs. DAHL supreme court decision	227
WAITE, M. W. complaint of	42
WEIGHTS IN EXAMINATIONS rules governing	273
WHITE, JOHN C. appointment of under sec. 17, paragraph 2	55
WORKSHOP FOR THE BLIND roster of	347







•





FOURTH BIENNIAL REPORT

OF 1111

State Civil Service Commission

OF WISCONSIN

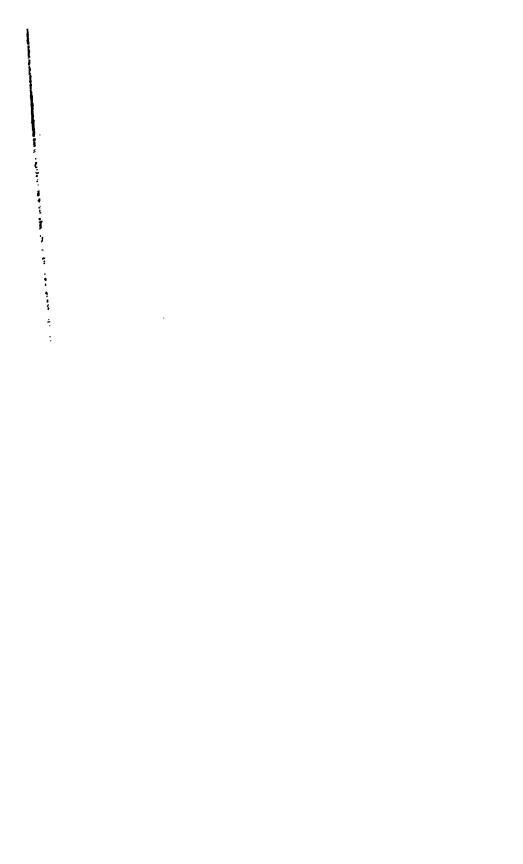
FROM

July, 1910, to July, 1912, Inclusive.



MATERIAL MARK

DEMOCRATIFICATION OF A PARTICIPA



FOURTH BIENNIAL REPORT

OF THE

State Civil Service Commission

OF WISCONSIN

FROM

July, 1910, to July, 1912, Inclusive.



MADISON, WIS.,

DEMOCRAT PRINTING COMPANY, STATE PRINTER.

1912

CIVIL SERVICE COMMISSIONERS.

C. E. BUELL, President, Madison.

OTTO GAFFRON, Plymouth.

THOMAS J. CUNNINGHAM, Chippewa Falls.

SECRETARY AND CHIEF EXAMINER

F. E. DOTY, Madison.

CHIEF CLERK
THEDA A. CARTER.
ASSISTANT EXAMINER
HENRY S. KNIGHT.

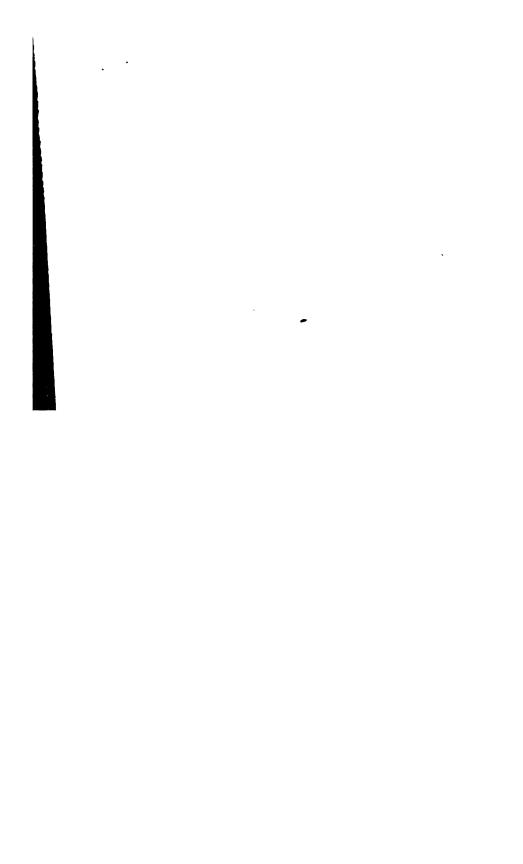
ETHEL HILL, Stenographer.

MARGARET FORAN, Clerk.

EMMA B. KUELTZ, Stenographic Clerk.

JENNIE E. ERICKSON, Clerk.





DIRECTORY OF LOCAL EXAMINERS.

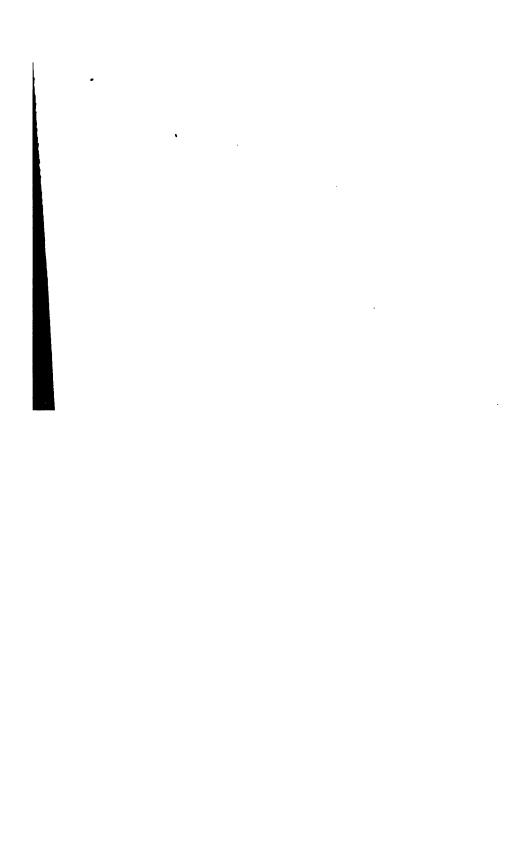
County and Examining Center.	Local Examiners.	County and Examining Center.	Local Examiners,
Adams—Friendship Ashland—Ashland		Forest—Crandon	H. A. Kamm, John Masbaum, A. A. Blandin,
Barron—Barron	J. F. Wilson. Carl Rudquist. Nellie Kane. C. W. Meadows.	Grant—Lancaster	E. B. Goodseli. J. C. Brockert. W. A. Johnson.
Bayfield—Washburn	M. S. Hines.	Platteville,	
Brown-Green Bay	Joseph Martin.	Green-Monroe	
Buffalo—Alma Burnett—Grantsburg	H. J. Niehaus.	Green LakeGreen Lake	S. G. Potter. G. V. Kelley. John J. Wood. Jr.
Calumet—Chilton	G, M. Morrisey. Geo. C. Humes.	lowaDodgeville	R. L. Joiner.
Chippewa—Chippewa Falls	Charles Luther.	Iron—Hurley	Wm. D. Tyler. Matt J. Connor.
	A. Brunsted. .C. J. Brewer.	Jackson -Black Riv, Falls	F. B. Dell. Sam Lund.
Clark-Neillsville	G. E. Crothers. W. A. Campman. R. W. Balch.	Jefferson-Jefferson	J. A. Hazelwood. A. M. Webb.
Columbia-Portage	J. E. Jones.	Juneau -Mauston	C. W. McNown. J. W. Wightman.
—Columbus	A. C. Kellogg. Thomas Sanderson	Kenosha Kenosha	A. E. Buckmaster J. C. Slater.
Crawford—Prairied' Chien Dane—Madison	'	Kewaunee-Kewaunee	J. J. Schulz. J. M. Borgman. Joseph Jirtle.
Dodge—Juneau	O. H. Bauer. John Kelley.	La Crosse La Crosse	Harry Spence. F. H. Fowler. Frank Winter.
Door-Sturgeon Bay	Rudolph Soukup. H. O. Bernhardt. H. A. Norden.	La Fayette—Darlington	W. G. Mase. Daniel McConnell
Douglas-Superior	A. D. Gillett. A. D. Whealdon.	Langlade—Antigo	C. O. Marsh. T. W. Hogan.
Dunn-Menomonis	Thos. R. Moyle. G. L. Bowman.	Lincoln Merrill	Wm. Milne. H. J. Bowell.
Eau Claire—Eau Claire	W. H. Schulz. J. B. Fleming. A. H. Shoemaker.	Manitowoc Manitowoc	F. J. Taughet. Wm. Rathsack.Jr. C. G. Stangel.
Florence—Florence	Frank Waring. G. C. Youngs.	MarathonWausau	Anton Mehl. S. B. Tobey.
Fond du Lac—Fond du Lac —Waupun	D. O. Williams. T. M. Welch.	Marinette - Marinette	G. H. Landgraf, C. R. Johnston, F. W. lianft.
	H. C. Curtis. F. L. Nash.	Marquette Montello	A. J. Barry.

DIRECTORY OF LOCAL EXAMINERS—Continued.

County and Examining Center.	Local Examiners.	County and Examining Center.	Local Examiners.
Milwaukee-Milwaukee	Patrick Donnelly. John P. Donnelly.	Sauk—Spring Green	Bern McNulty. Thos. W. King.
Monroe—Sparta	A. S. Wells. Z. S. Rice.	Sawyer-Hayward	Wm. A. Light. R. J. Hennessey.
Oconto—Oconto	L. C. Harvey. W. H. Young. Fred Shedler.	Shawano—Shawano	L. D. Roberts. O. O. Wiegand. Julius Luebke.
Oneida-Rhinelander	F. A. Lowell. W. C. Orr. W. V. Reed.	Sheboygan—Sheboygan	H. F. Leveranz. Theo. Dieckman. J. C. Elfers.
Outagamie—Appleton	Chas. W. Treat. Humphrey Pierce.	Taylor—Medford	G. W. Adams. M. A. Buckley.
Ozaukee—Port Washington	J. E. Uselding. Margaret Schmit. C. H. Bachhuber.	Trempealeau—Whitehall.	P. H. Johnson. E. J. Brovold. J. I. Dewey.
Pepin—Durand	W. B. Newcomb. C. A. Ingram.	Vernon-Viroqua	Frank H. Graves. H. L. Gardner.
Pierce—Ellsworth	Miss Cyn. Carlisle. A. J. Ingli. R. D. Morton.	Vilas-Eagle River	A.J. Austin. Grant Cook.
	Wm. W. Clark.	Walworth—Elkhorn	John G. Voss. A. C. Beckwith.
Polk-St, Croix Falls	C. W. Monty. F. W. Walker. J. A. Mack.	Washburn—Shell Lake	J. A. Lonsdorf. J. H. Shields. J. M. Smith.
Portage—Stevens Point	F. N. Spindler. A. E. Bourue. Henry Finch.	Washington-West Bend.	D. E. McLane. W. P. Rix.
Price—Phillips	E. W. Murray. F. R. Struble.	Waukesha-Waukesha	F. W. Bucklin. S. B. Ray.
Racine—Racine	A. J. Wilbor, Guy A. Benson,		E. W. Malone. D. J. Hemlock.
Richland—Richland Cent'r	A. A. Thomson. F. H. Pratt.	Waupaca-Waupaca	C. M. Boyles. Chas. Stinchfield
Rock—Janesville	Thomas A. Nee. John Arbuthnot.	Waushara-Wautoma	G. M. Byse. G. E. Dafoe. T. H. Patterson
	M. P. Richardson. H. J. Cunningham	Winnebago-Oshkosh	A. B. O'Neil.
Rusk—Ladysmith	W. N. Mackin. O. E. Rice.	Wood-Grand Rapids	D. W. Fernand M. H. Jackson
St, Croix—Hudson	F. T. Condit. J. A. Lindquist.	Wood-Offile Rapids	W. J.Conway.
Sauk—Baraboo	R. B. Griggs, C. G. Evenson, A. C. Kingsford,		•

TABLE OF CONTENTS.

	PAGE
Directory of local examiners	ii–vi
Report of the Civil Service Commission	1–33
Statistics of changes in service	64-67
Statistics of requests for transfers	68
Expenditures of the commission	69-72
Roster of employes to July, 1912	73–128
Rules and Regulations	34-63
'ndex	129



REPORT OF THE CIVIL SERVICE COMMISSION

MADISON, WIS., DEC. 1, 1912.

To the Governor:

We herewith submit to you the Fourth Biennial Report of the state civil service commission of Wisconsin.

We believe the time has come for us to set forth a history of the administration of the civil service law since its enactment in 1905, and in that connection so far as possible, to show to what extent the civil service law has removed the service of the state from political influences, to indicate what gains have been made in the efficiency of the service; and further, to bring to your attention conditions which still make for inefficiency and extravagance, suggesting so far as may be possible, remedies and improvements.

THE MERIT SYSTEM IN WISCONSIN.

A law creating fire and police boards for cities of the second and third class was enacted in 1897 and amended in 1899. These boards are nonpartisan in character and are given power to prepare eligible lists for fire and police departments in cities. In view of the fact that fire insurance companies are invariably forced to raise insurance rates in cities where fire and police departments are under political management, and further, in view of the fact that this legislation received the endorsement of fire insurance companies, it was looked upon as a business proposition and met with little or no opposition.

A separate civil service law for the city of Milwaukee had also been in successful operation for several years.

Previous to the legislative session of 1905, the State Civil Service Reform Association, having among its active members Messrs. John A. Butler, Glenway Maxon, Gen. F. C. Winkler, President Van Hise and others of equal prominence, renewed its efforts with effective, cogent arguments to secure civil service legislation. When the legislature convened in 1905 Governor Robert M. La Follette in his message to the

ż.

legislature, recommended the enactment of a civil service law. He said:

"What proposition is plainer than that every citizen should have an equal opportunity to serve the public, and that when he does so aspire the only test applied should be that of merit. Any other test is undemocratic. To say that the test of party service should be applied is just as undemocratic as it would be to apply the test of birth, of wealth or religion. * * I recommend the enactment of a civil service law which shall be applied to all employes in the service of the state, the counties and the cities outside of the elective officers and such subordinates as may necessarily sustain confidential relations with their chiefs."

The legislature at that session enacted the law practically in the form in which it now stands. The evident object of the law was to remove the civil service of the state from political influences and to make it efficient. It divides the entire service of the state into the unclassified and classified service. The unclassified service includes all officers elected by the people or appointed by the governor; presidents, deans, principals, professors, instructors in the university, normal and public schools, the library staff in any state library, heads of penal and charitable institutions and all persons in the department of the state bank examiner.

The classified service comprises all other positions and no powers of supervision or control are conferred upon the commission over the unclassified service.

At the present time the unclassified service consists of 1,097 positions. The classified service, which includes positions in the competitive, noncompetitive, labor class, legislative employes and exempt class. comprises 2,480 positions.

For the administration of the law the appropriation in 1905 was \$10.000.00. In 1907 an additional appropriation of \$2,000 was made in order to enable the commission to compensate local examiners at 72 examination centers. In 1909 the total appropriation was increased to \$15,000.

THE WISCONSIN LAW COMPARED WITH LAWS IN OTHER STATES.

New York Law: The Wisconsin law is modeled after the New York state law, which has been in force over twenty-five years. It does not differ from that law in any material way except that the New York commission has a limited jurisdiction over municipal city civil service commissions. The New York commission may investigate the conduct of city civil service commissioners. The rules governing city civil service must be approved by the state commission.

New Jersey Law: The New Jersey law is also quite similar to the Wisconsin law. Four commissioners administer the law. The





president receives \$2,500 per annum; the other members \$2,000 per annum. Each commissioner's term is four years, the secretary receives \$2,000 per annum and a chief examiner \$3,000. Cities in New Jersey may elect to come under the act, in which event the state commission has jurisdiction over them.

Illinois: The Illinois law gives the Illinois commission larger powers and is in many respects much more stringent and effective. Each commissioner receives \$3,000 per annum, the secretary and chief examiner \$3,500. The annual appropriation is \$31,800 as against \$15,-000 in Wisconsin. The classified service is not subdivided into the competitive, noncompetitive and exempt classes as in New York, New Jersey and Wisconsin. The commission has no power to classify positions exempt or noncompetitive. The commission may admit residents from other states when deemed for the good of the service to do so. The commission is not compelled to hold examinations in each county of the state, but may designate examination centers. The commission certifies only one name to the appointing officer, and he must appoint on probation the one certified. The commission has power to investigate the efficiency of officers and employes and groups of officers and report to the officer in charge its findings, and if these findings are not acted upon, to report to the governor. The law relative to political contributions is better drawn than is the Wisconsin law. (The following is a detailed comparative analysis of Wisconsin and Illinois laws:)

WHAT IS INVOLVED IN THE WORK OF THE WISCONSIN COMMISSION.

VOLUME OF BUSINESS

The work of the commission falls into the following heads:

EXAMINATIONS.

- 1. Consultation with department heads and employes.
- 2. Advertising.
- 3. Preparation of examination material.
- 4. Issuance of examination material to examiners at 75 centers.
- 5. Conducting examinations (oral and written).
- 6. Marking papers and rating candidates.
- 7. Issuance of notices of results of examination to all candidates.
- 8. Registration of results and making card indices.
- Promotional examinations and noncompetitive examinations for temporary service or for service in positions classified noncompetitive.

CERTIFICATIONS.

- 1. Certification of names of eligibles to appointing officers.
- Recording and checking reports of officers concerning appoir ments.
- Correspondence with eligibles relative to continued eligibility, relative to availability for specified work.

CERTIFICATION OF PAY ROLLS.

Certification of approximately two thousand names each month to t secretary of state and state treasurer.

This involves checking to the eligible lists and to the certificatio made, as well as considerable correspondence with forty-five officers rative to irregular or temporary appointments.

EFFICIENCY RECORDS.

The commission calls for efficiency records from all appointing ficers four times a year, and these records are preserved for reference as a second of removal, transfer, promotion or re-examination.

COMMISSION MEETINGS.

The commission meets at least twice a month. The work of a commission involves among other things a general supervision of work of the office, the determination of policies to be pursued, the had ings on special application for reclassification of positions and for tions in exceptional cases of employment, conducting investigations and matters touching the enforcement of the law and the violation them listening to appeals relative to ratings in examination, and visit from time to time the various institutions under the charge of the st

Since the law was enacted in 1905 the total number of examinat held is 475; total number of persons applied, 16,341; total number wrote in competitive examinations, 14,454; total number who per 7,170.

During this biennium 1,292 persons have been appointed from ϵ lists to competitive, noncompetitive, exempt and labor position other appointments were made to exempt positions permane temporary. 1,039 appointments were made to noncompetititions, permanent and temporary. These facts are set forth in the appendix.

VOLUME OF BUSINESS.

These figures do not include laborers and persons examinations. The figures foliation periods are given in the following table:

TABLE	SHOWING	GROWTH	IN E	VOLUME	\mathbf{OF}	BUSINESS
	WIS	CONSIN (CIVIL	SERVICE		

Biennial period.	No. examina- tion days.	No. examina- tions.	No. appli- cants.	No. who wrote.	No. who passed.
Pirst	4	38 61	1,566 3,547	1,274 3,037	756 1,561
(24 mos.) Third	13	190	4,839	4,458	1,963
(24 mos.) Fourth (24 mos.)	68	186	6,359	5,685	2,890

These figures show that there has been a steady increase in the volume of business and that the business done in 1911 is approximately thirty per cent greater than it was in 1910, that the business done in the third and fourth biennial periods is more than twice as much as was done in the first and second biennial periods.

During the year ending July, 1912, the total number of pieces of mail received was 23,504. During the same period the number of pieces of mail issued from the office, not counting pamphlets and express packages, was 54,000.

The pay roll for the city of Milwaukee, including officers, teachers and employes, contains 5,000 names. In 1910 the Milwaukee commission examined 824 persons. During that year there were 2,800 persons on the state pay roll. The state commission examined 2,062 persons. In 1911 the commission, with an appropriation of \$15,000, examined 2,689 persons. During the same year the Illinois commission, with an appropriation of \$31,800, examined 2,286 persons.

CIVIL SERVICE IDEALS AND METHODS OF PROCEDURE.

The Wisconsin commission has defined the term "competitive examination," as used in the law, as any reasonable method of ascertaining relative merit and fitness. The methods employed by the Wisconsin commission are a composite of the methods employed by the business man on the one hand and the college on the other. The business man is in a hurry; he trusts to his senses, his knowledge of human nature, his ability to judge men at a glance, and the recommendations of his friends who are in similar business. He succeeds part of the time. When he fails he trys again and is not in any way hampered. As a rule the college does not take into consideration the abilities which a student may possess as a result of knocking around the world. His business experience, his initiative, his ability to do, his personality,

may not effect his standing in the college. He is marked on what he knows and what he can write down. County superintendents of schools in certifying teachers use a method quite similar to that of the college. A certificate is based upon a written examination. Previous successful experience as a teacher does not, under the Wisconsin law, play an important part in the result. A college graduate may or may not succeed. A teacher certified by a county superintendent as qualified \$0 teach may or may not succeed. Personal, physical, and temperamental qualities are not as a rule taken into consideration. The civil service commission, in its conduct of examination, seeks to combine these methods. Weight is given to the various elements in proportion to t requirements of the particular service to be rendered. clerical service, where penmanship and speed are prime requisites, == 1 that the commission needs to ascertain, outside of a written examin. 🚄 tion in penmanship, is good moral character and reasonable intel gence. In choosing stenographers much weight can be given to ab ity to take dictation, transcribe and typewrite accurately, use good En lish, etc., as shown in a written examination, but here more care mu be exercised in arriving at the successful previous experience of the candidates; here the question of personality becomes more importaand the oral examination or oral interview becomes more essenti and more weight is given to it. In the selection of game wardens the various elements are about of equal weight. Experience as a woodman as a hunter and as an officer are essential; good habits and a goo presence are essential, and can be determined partly by oral examin tion and partly by reference to former employers. A game ward must be intelligent. He must be able to read the game laws and A written examination is essentianel, apply the law in specific cases. but must be supplemented with a thorough oral and physical test a with searching inquiry into the man's previous record.

The commission has one guiding principle or rule to determine whether or not oral or written examinations, or both, shall be required and to determine what weight shall be given each, viz.: examine in writing for such absolutely essential elements of knowledge and skill as are directly applicable to the work to be performed and give weight to the written examination just in proportion to the degree that fitness can be so determined. Never ask a question in a written examination where there is any doubt as to its value as an element in ascertaining fitness. Examine orally,—first, to detect defects in character, habite, and physical fitness; second, to discover temperament, personality and suitability; third, to reinforce the written examination, to ascertain knowledge, skill or judgment. In marking and rating candidates the commission lays down these fundamental, guiding principles or rules; the identity of the candidate must not be known by the one who marks

the written paper; papers should be marked independently by two or more examiners; in marking the preliminary paper (which is a statement by the candidate of his experience, education, etc.) mark him what he is worth on his own showing; do not raise this mark because of flattering recommendations; lower the mark or reject the candidate if previous employers make specific adverse reports concerning his conduct or service; lower the mark or reject the candidate if verified adverse reports are received concerning his habits or conduct.

As a rule the results of the oral examination and the mark on preliminary paper agree, and in the majority of cases the one who stands high in the written examination also stands high in the preliminary paper and in the oral interview.

ADVERTISING.

The commission has a carefully worked out system devised for advertising the various examinations offered. Addresseograph mailing lists of the following are made up and ready for instant use:

- 1. 1,200 post offices.
- 2. 75 local examiners.
- 3. All city libraries.
- 4. County clerks.
- 5. County superintendents of schools.
- Normal schools and colleges.
- 7. Business colleges.
- 3,000 creameries, lists used jointly with the dairy and food commissioner.
- 9. Secretaries of trades unions.

General competitive examinations are advertised in five or six big daily newspapers, and posters are sent to post offices, libraries and local examiners and county officers. In advertising attendants posters are ent once a year to creameries in order to reach the rural districts. Once in two or three years local school boards or town clerks are reached for attendants. For nurses advertising is sent direct to republe city hospitals and training schools for nurses. For laundrymen dvertising is sent to laundries direct, and so for other positions, where it is difficult to get candidates, temporary advertising lists are made up of persons who may know of desirable candidates. For local abor lists the commission depends almost entirely upon local advervising in the papers. Mailing lists are used only when suitable for the Positions to be filled. The commission is constantly scrutinizing its dvertising expense account in order to get the biggest returns for the The commission keeps mailing lists of all persons who at any time express wish to be examined in the future for service specified, and encourages citizens of the state to get their names on these mailing lists. All persons so listed are notified direct by letter of examinations when they are announced. The commission has now in mind to put up permanent posters at strategic points around the state calling attention to this system so that as the years go by public advertising of examinations will become less essential.

MATTERS WHICH CONDITION THE WORK OF THE CIVIL SERV-ICE COMMISSION.

INCREASE IN NUMBER OF EMPLOYES.

Since the law went into effect in January, 1906, there has been steady increase in the number of departments and in the number of officers and employes. The total number of officers and employes 1906 was 1,927; the total number of officers and employes is now (1912—3) 3,577 as shown by the following table:

Year.	Competi- tive.	Exempt.	Labor.	Noncom- petitive.	Unclassi- fied.	Total.	_
1906 1912	902	67 193	317 648	45 462	593 1,097 ′	1,927 8,577	7

The bulk of this increase is due to the rapid expansion of the u _____iniversity and to the creation of new departments. The pay roll of the university in 1906 contained 552 names. In December, 1912, it contained 1,254 names. The new departments created since 1906 are the Board of Immigration, the Tuberculosis Sanatorium at Wales, the edepartment of the State Fire Marshal, the State Highway Commission. the department of the Revisor of Statutes, Teachers' Pensions, State Board of Public Affairs and the joint engineering staff of the Rail road and Tax Commissions. Except in the cases of the university, the rail. road and tax commissions, the increase in departments existing in 1905 has been normal as set forth in the following table:

TVE TABLE SHOWING TOTAL NUMBER OFFICERS AND EMPLOYES SIGNATED DEPARTMENTS ON ROSTER JUNE 30, 1910, AND JUNE 30,

partment.	Competi- tive 1906–1912.	Exempt	Labor 1906-1912.	Noncom- petitive 1906-1912.	fled	Totals. 1906-1912
ontrol	8 11	2 2			5 5	
Reformatory	25 32 81 26		1 1 63 16		1 1	28 31
Feeble Minded	81 20	1 1	63 16	7 4	1 1	158 149
School for Boys.			13 14		î î	51 50
School for Girls.			2		1 1	5 (
Hos. for Insane	90 32	1 1	33 40	8 6 *67	1 1	128 14
r Blind	20 5	l 1	20 20		lî î	45 4
r Deaf	83 7				1 1	52 6
spital Mendota	94 26	2 1	27 40			
юв	50 68	2 3	1	*56 2 1		125 13 56 6
lie School	12 19					
sis Sanatorium	1 17	1	89	2		
neral	4 5	2 2	hi Dien.	<u>-</u>	1 1	
mmission er of Insurance	7 18	2 2		1 4		10 2
od Commission	15 29				lîi	
e Instruction	9 15				î 2	
al	8			 .	1	
ission	6 7					15
ept	2 23	1 2 13 17			······i	3 13
ommission	1 4] i			أعدا	
ioclety	8 8		7 13		16 23	
Commission **	16 49			2	1 8	
mmission	5 8				13 15	19 2
& Sanitary Board					1 1	
irs	10				17	
is	8 1					
erty						
ommission f State	6 46 19 22				1 10	
of Health	4 9					5 1
Service Com	8 4	2 2			8 3	8 1
- Warden	561 164			···· <u>·</u>	1 1	
urer inarian	7 5 83† †48			1	1 1	10 10 84 5
ission	11 70			5		
Statutes		4			1	
♣ W. Com] 1		19		
or Blind	133 259	2 91	85 208	4		5 552 121
eneral	155 256		00 200		5 8	
iner					6 15	6 1
Milice					5 6	
ensions						2 1
d of Agriculture ad & Tax Com			1	27	24	
ools				l	180 285	
Library	-	4 5				4 (
-1	905 114	A7 100	017 600	45 000	E00 1112	1007 040
al	905 114	67 188	217 620	45 378	590 1116	1927 840

nts.

ry service. Number varies during the year.

s students for occasional employment and temporary help.

or to Bureau of Labor and Statistics. Temporary services. Number varies year.

The increase during the six years in the number of persons in the unclassified and exempt service is due quite largely to the tendency on the part of legislators to classify newly created positions under the law exempt or of the unclassified service. The precedent for doing so was first established in 1907 when expert positions in the department of the railroad commission were by law placed in the unclassified service and freed from the jurisdiction of the civil service commission. The increase in the number of noncompetitive positions is due in part to the announced policy of the commission to classify positions, where the work is new and experimental in character, noncompetitive for a limited period. Under this policy the commission is enabled to make a study of the character of the work to be done, the kind of men to be employed, the character of the examination to be given, and so when the position ultimately reverts to the competitive class the examiners are fully equal to the task of making competitive selection. However, in spite of this announced policy interested persons have from time to time appeared before the legislature to urge the exemption of newly created departments. In 1911 expert positions in the employ of the industrial accident board were placed in the unclassified service; all engineers in the department of the highway commission were 80 classified, thus completely removing these employments from the scrutiny of the commission, and preventing it from insuring to the state the selection of bona fide experts by determining their qualifications through noncompetitive or competitive examination.

The requirement of law that examinations shall be held simultaneously in the county seats of all counties of the state adds materially to the work of the commission.

NEW BURDENS ADDED.

The legislature of 1911 placed new burdens upon the civil service commission in providing for income tax assessors in forty assessment districts and in further providing that sealers of weights and measures in thirty cities be selected competitively.

RETARDATION OF THE WORK.

The commission must have official relations with forty-five heads, not counting separate departmental heads in the university. All departmental heads are of the unclassified service. It is not to be expected that all appointing officers will at all times be in full sympathy with the existing applications of the merit principle. The appointing officer as a rule is necessarily more concerned with his own immediate problems. If he fails to get the viewpoint of those who are principally concerned with the application of the merit principle, he can and some

es does add materially to the difficulties which at the best the civil vice commission has to surmount in supplying the needs of the vice.

ILLUSTRATIONS OF RETARDATION BY PUBLIC OFFICERS.

in view of the fact that approximately one hundred different kinds of vices are being rendered to the state, it is not an economical aragement for the commission to undertake at all times to keep eligible is in readiness. The public officer, who maintains right relations the civil service commission, will notify the commission of his eds in advance, thus enabling the commission to have an eligible list readiness for a position which is likely to become vacant; but it has quently happened that officers were either negligent or wilfully ress in this matter, and that appointments were made in haste withtensultation or previous examination. At times this has been a lince of embarrassment to the civil service commission, but there is been a gradual improvement all along the line, and officers are toworking very much more nearly in harmony with the commission in ever before.

In employing officer, fully aware of his legal rights, may adhere to letter of the law and violate its spirit. He may, acting within the visions of law, strengthen the system of competitive selection or lously retard it. The commission has classified the positions as atdant noncompetitive for two years, having in mind that ultimately en a sufficient number of satisfactory candidates may be procured positions shall revert to the competitive class. In the meantime re has been an arrangement with hospitals by which the commission tinues to advertise for attendants and to select them competitively to submit lists of satisfactory applicants to the superintendents. ere has been a steady increase in the number of applications and the average quality of the candidates who have been certified. From y 1, 1910 to January, 1912 the hospital at Mendota appointed 439 sons only 29 of whom were taken from eligible lists. During the le period of time the Northern hospital appointed only 208 persons, of whom were selected from eligible lists. A careful study of the tory of these two institutions, both acting according to their rights ler the law, shows that the institution which attempted most nearly avail itself of the services of the civil service commission and to dit candidates into civil service channels had half as many changes, that institution is better satisfied with the results. Dr. Gorst in "Where the salary is small, our service is not improved." Sherman gaid: "There is a noticeably marked improvement in atdants." Dr. Gorst said at that time: "My advice would be to end the law so as to leave the small salaried positions to the appointing officers in the different institutions." These conditions and forth in the following charts are significant and speak for themselves:

EMPLOYMENTS NORTHERN HOSPITAL, MENDOTA HOSPITAL AND HOME FOR FEEBLE-MINDED.

June 30, 1910 to December 30th, 1911. (11/2 years.)

Wendota	,	·		
439 appoint- ed.				
·				
	Worther	n Hospital	Home f	or Fee ble Nind ^{e(}
-	ROLLING	208 appoint- ed.		appoint-
29 Eligible		lll persons eligible when appoint- ed.		71 persons eligible when appointed
List when appointed				

SALARIES.

SALARY LIMITATIONS.

he civil service commission must work under salary limitations d by the legislature or by appointing officers. It must adjust itself onditions as they exist and not as they ought to be. Attention has juently been called to the fact that attendants in penal and charie institutions are underpaid, that at the best there are frequent nges. (In 1907 there were eighty changes in the Northern hospital a single month.) Conditions here have been somewhat improved, tries have not been materially increased, but lines of promotions e been more definitely fixed and assured, and the service has been le more attractive by offering courses of training for nurses in hosals for the insane. During the years 1911 and 1912 a more intellit class of candidates was secured, due to these added attractions. the Northern hospital and at Mendota attendants are given an optunity to get elementary scientific instruction in nursing at the ids of the medical staff. The transient attendant who goes from one titution to another has almost entirely disappeared at the Northern pital and at the Home for the Feeble-Minded, and persons who have wn up in a wholesome atmosphere are being secured for this work. at the university many subordinate employments are made of clerks I stenographers at salaries lower than competent persons living oute of the city can afford to accept. At first this condition was emrassing to the civil service commission. Acting under the general vision of law that examinations must be held simultaneously oughout the state, the commission failed to procure eligible lists of sons willing to accept subordinate clerical and stenographic service salaries ranging from \$25.00 to \$45.00 a month. Gradually, however, commission has readjusted itself to these conditions and is now e to secure sufficient and satisfactory local lists. The commission empted for a time to secure a general distribution throughout the ite of eligibles for appointment but it was soon discovered that many bordinate competitive positions at the university carry too small a lary to attract persons living at a distance. To satisfy the competi-'e principle and to reduce so far as practicable the number of nongible list appointments, local competitive examinations were held for bordinate clerical services where the salary does not exceed \$35.00 or 0.00 a month. In the absence of legislation, however, persons so emoyed are not eligible for increase in salary or for promotion until ey have qualified in state competitive examinations.

An examination of the table entitled Statistics of Examination ne 30, 1910 to March 20, 1912, shows that the commission has had

difficulty in securing satisfactory eligible lists for the positions. architectural draftsman, actuary, engineering computer, family of cer and matron, laundryman, manual training, primary and grade teach ers, and trained nurse. As a rule, the commission has failed at these points because the positions were unattractive and the salaries low. As time goes on these matters will be brought into adjustment, salaries will be raised or the commission will make discoveries similar to those made in reference to other positions that will enable it to find suitable and satisfactory candidates. The whole story of civil service administration is one of gradual evolution and readjustment as the needs of the service are discovered.

WHAT THE CIVIL SERVICE LAW AS ADMINISTERED HAS AC-COMPLISHED.

TENURE OF OFFICE IS MORE SECURE.

It is hardly necessary to give figures to show that there were sweep ing changes in the service under the political system as administrations changed. The biennial reports of the secretaries of state are accessible to everyone.

In the office of the secretary of state in 1894 twenty-three persons were employed. Of these seventeen were not on the pay roll in 1890. The report for the same year shows that all engineers and firemen who were in the service in 1890, went out, and that six new engineers and firemen were employed; all carpenters, painters and police went out. In the departments of the superintendent of public property, and of all elective officers, including the departments of the insurance commissioner, attorney-general and state treasurer, there was a clean sweep.

Ten names on the pay roll of the state treasurer in 1891 were not on the pay roll in 1894.

Seven persons employed in the office of the state superintendent left the service in 1891 and seven other persons took their places. This was a clean sweep.

Of twenty-five persons on the pay roll of the secretary of state in 1896 only one name appeared on the pay roll of 1894.

Of nine names on the pay roll of the state treasurer in 1896 eight persons in all went out.

In 1903 the newly elected state superintendent displaced the first assistant, all four school inspectors, the library clerk and one stenos. rapher.

Of fourteen names on the pay roll of the state treasurer in 1900 only two were employed in 1896.

Of twenty-three names on the pay roll of the secretary of state in 1900 only seven were employed in 1896.

THE STATISTICS FOR SUCCEEDING YEARS ARE CLEARLY SET FORTH IN THE FOLLOWING:

Department.	No. em- ployed 1900.	No. em- ployed 1904.	No. hold- overs 1900-04.	No. em- ployed 1908.	No. em- ployed 1910.	No. hold- overs 1906-10.
Executive Department State Department Tressury Department Attorney-General. Sup't Public Instruction Railroad Commission Insurance Department Trax Commission Land Commission Banking Department Bureau of Labor Board of Control Dairy & Food Department. Board of Health	12 8 9 4 10 11 6	9 29 12 9 14 13 10 9 7 5 21 13 10	0 2 4 1 3 0 3 4 1 1 2 4 2	12 28 11 9 14 28 12 73 7 9 29 14 22 10	6 25 9 10 14 116 111 73 7 10 87 23 25 27	5 12 5 3 8 7 5 17 2 6 16 6 14
	136	171	28	278	393	115

Per cent holding over 1900 to 1904 was 21.32%. Per cent holding over 1906 to 1910 was 41.36%

Under civil service newly elected officers in 1907 and 1909 retained Dractically all employes of the competitive class. The principal changes effected were of persons in the exempt class. Frequent changes occur in the classified service but the above figures show conclusively that the civil service law as administered has placed a positive check upon removals for purely political reasons.

Additional unclassified positions have been created by law with the creation of new departments, viz.: the board of immigration-two positions; capitol commission—two positions; state fire marshal—two positions; highway commission—eight positions, and this number will be much greater as soon as the work of the highway commission gets under way; industrial commission—three positions. Of the three persons in the department of public lands two are exempt. Of four persons in the employ of the state board of agriculture two are exempt. The new department of teachers' pensions creates two exempt positions. The creation of many small departments tends to level down the classified service as it tends to increase the number of unclassified positions. It tends to level down because the opportunities for promotion in the service to the higher ranks are thereby decreased. Consolidation of small departments, or the assignment of functions of these small departments to a larger department, will tend to increase departmental efficiency, lengthen tenure and to give opportunity for ambitious and Worthy persons to rise in the service and to become expert.

THE SERVICE HAS BECOME MORE EFFICIENT.

There has been a steady increase in the efficiency of the game warden's department. In the earlier years the department was not much more than self-supporting. The moneys received from hunting licenses, seizures, etc., were paid out to deputy wardens in salaries and expenses. In 1905 the department of the state game warden collected \$87,673 from licenses, employed 106 men who received in salaries and expenses \$94,024. In 1906 the fund was exhausted and a large part of the force was laid off. In 1911 the game warden's department was not only self-supporting but turned over into the general fund \$125,225, the unused portion of its income. The state game warden, cooperating with the civil service commission, has reorganized the department and has classified deputies for outlying water, forest service, transportation work and general work, and has fixed salaries and promotion grades and has arranged for a general competitive promotional examination to be given annually and open to all wardens in the lower grades of the service, which examination shall be based in part upon efficiency A system of keeping efficiency records has been announced, and records. wardens and deputies are aware of the new condition of affairs. uties are encouraged to make a good record for faithful and continued service, careful and reliable reports, intelligent and prompt compliance with orders. The success with which a deputy develops in his community a sentiment in favor of the enforcement of fish and game laws is emphasized. The number of wise arrests is set over against all unwise, trivial and hasty acts, tending to discredit the department with the better element of the community. Political considerations have not been entirely eliminated but great progress has been made. The turning point was reached in 1909 with the removal from office of several deputy wardens who had solicited and received money in be half of a candidate for public office.

Dr. T. S. Palmer, in charge of federal game preservation at Washing ton, assisted without pay in conducting game warden examinations in 1909, 1910 and 1911. His experience with us has convinced him of the importance of extending the merit system to game departments in other states. The state of New York has recently taken steps to bring game wardens, formerly classified noncompetitive, into the competitive class. In Illinois game wardens are this year for the first time selected by competitive examinations. Dr. Palmer has been called upon to ad vise and to assist in conducting examinations in New Jersey and else where. During the current year he assisted us in conducting a promotional examination of all deputies in the service of the state. Writing for the American Field of August 3rd in reference to this he said:

"Wisconsin has always taken high rank in the application of the merit system to the game warden service and has recently placed its deputies on a higher plane than ever before. The force has been divided into three classes with compensation graded according to the duties required, and all the men examined for promotion. Under instructions from Hon. John A. Sholts, state game warden, the men were assembled at Madison, on July 8, for three days of conference and instruction. At the same time every man was examined by the Civil Service Commission to determine his mental and physical condition, his qualifications for promotion to a higher grade of work, and whether his record merited a slight increase in pay. Neither warden's conventions nor civil service examinations in this branch of the state service are new, but the combination of tests applied at Madison are both new and unique. * ""

"Among the results accomplished by the conference and examination

may be mentioned the following:

(1) The entire force of deputies was assembled at Madison and returned to their districts so quietly and expeditiously that it was hardly known outside the department that they had been withdrawn from their stations for three days.

(2) The state warden thus had opportunity of meeting his entire force and giving personal instructions regarding certain features of

their work.

(3) The entire force was subjected to a uniform physical and mental test and its present status recorded in a way never before attempted.

(4) The men had an opportunity to confer with the head of the department, to become acquainted with each other, to acquire useful information from deputies assigned to similar duties in different parts of the state, and thus receive a new stimulus for their work.

(5) The importance of the practical outdoor tests given by the Civil Service Commission was fully demonstrated by the medical examination. The desirability of including simple tests for hearing and

eyesight in future entrance examinations was also brought out.

(6) The Civil Service Commission succeeded in working out a definite plan for promotional examinations, a scale for rating the papers, and tests for candidates for supervisory positions, which were eminently fair to the men and satisfactory to the game warden department. This examination proved to be a stimulus to the deputies in preparing for it, a stimulus for future work, and was not discouraging in any way to the rank and file.

(7) Not the least important result was the association of three departments of the state—the office of the state warden, the Civil Service Commission and the state university—in a united effort to make the conference a success, and a realization that through such cordial co-operation far-reaching results might be attained which would redound

to the benefit of each department. * * * ".

REPORT OF THE STATE CIVIL SERVICE

he record of legislative employments under the civil service li already been made public. The following charts and tables, ba on dependable records, summarize in brief the effect of the app on of the civil service law.

Comparative Daily Salary Cost of Legislative Employees

in Nine States Wisconsin Wisconsin is under Civil Servk \$313. 10wa,\$564.62 Oregon. \$685.73 Minnesota.\$718.69 Illinois. \$ 891.47 California, \$998.50 Pennsylvania, \$1172. Maryland \$1365.85 New York \$1551.

Average Salary Cost of Legislation in Wisconsin

\$44.55
per Bill
Sessions
3ill
sions
77
1905

this connection Mr. Robert Catherwood of the Illinois Civil Servteform Association, said:

1 Illinois we have a scandalous situation. Legislative employes exempt from civil service. An investigation was made sometime and it was found they had thirty men to open and shut ventila. A great number of these employes did not take the trouble to up at all, they were simply on the pay roll.

rdner Colby, writing from New Jersey, said:

believe your system of selecting legislative employes according to t and fitness would do away with the evils attendant upon the ibution of legislative patronage. These evils have assumed a proportion in this state. Not only are those who fill the posito a large extent utterly incompetent, but at least two-thirds of lobs are mere sinecures."

S. Irvine, sergeant-at-arms of the Wisconsin assembly, in speakof the efficiency of legislative employes under civil service, said:

was a member of the legislature in 1903, and again in 1905. I sergeant-at-arms of the assembly in 1907, 1909 and 1911. I have familiar with the work of the legislative employes for ten years. le I was a member of the assembly employes were appointed

through political influence. • • • I believe the competitive method of selecting employes has resulted in an improvement of over 160% in efficiency. The present employes are more punctual, better qualified and render better service. • • • Civil Service has the effect of securing better discipline. • • • I have been compelled to discharge but one man for improper conduct and inefficiency during three sessions."

C. A. Leicht, sergeant-at-arms of the Wisconsin senate, said:

"I believe the service of employes has been greatly improved through the selection of employes by civil service examinations. The new manner is much better than the old one. * * I have known many incompetents to hold positions before the civil service law was enacted who were not taken out of service for fear of the wrath of senators or assemblymen. Now * * * if an employe be found incapable of performing the duties required, he will be promptly discharged without fear of the result."

C. E. Schaffer, chief clerk of the Wisconsin assembly, said:

"I have been connected with the legislature for seven sessions. * I do not believe there is any comparison in the efficiency, quantity or quality of the work of present employes with the employes of the legislature before the civil service law became effective. * Before the civil service law became effective employes were appointed at the instigation of members not because of their qualifications, but because they were constituents, or because they rendered service during the campaign. * I have found it necessary to remove but one employed and that for misconduct. The attitude of members of the legislature * is almost unanimous in favor of the present system."

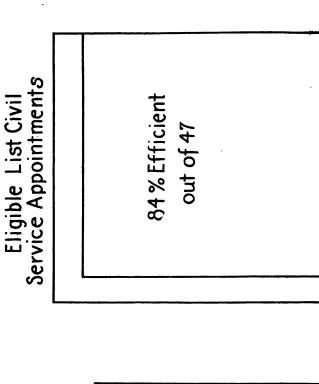
GAINS IN EFFICIENCY.

The following chart shows the relative efficiency of persons in the employ of a single department, some of whom were employed before the civil service law went into effect. The department in question has eighty-two employes. The head of the department, in the regular course of business, makes his report of the efficiency, conduct and habits of each employe without reference to his previous tenure and without considering whether or not these persons were selected from eligible lists. His report shows that 84 per cent of the persons in his employ selected from eligible lists, are entirely satisfactory in every way. Of the 35 persons in his employ, who were in the service when the civil service law went into effect, 48 per cent are marked satisfactory. Similar statistics can be provided concerning the employment of janitor and clerks at the university.

It is not possible to state in figures to what extent the service habeen improved since 1905. The secretary of state in his 1910 biennia report said:

"From 1900 to 1910 six of the largest administrative branches o state government have had their duties more than doubled. The ir crease in office expenses and salary rolls of the several department named during the same period has been extremely small."





Original Employèes
48% Efficient
out of 35

The secretary had reference to the executive department, state department, treasury department, offices of attorney-general, state superintendent and insurance commissioner. His figures in that report show a thirteen per cent increase in salary cost. Not including the office of the attorney-general, the increase in cost was only 7% per cent. If the figures given by the secretary of state are correct, then it would appear that the employes of the departments herein enumerated have been doing nearly twice as much work as was previously done by the same number of employes under the spoils system. President Van Hise of the university said in 1911: "Upon the whole the civil service commission has been a help rather than hindrance to us." Superintendent Bowron of the Green Bay Reformatory at Green Bay said: "The service is improving in the character of the men certified." Tax Commissioner George Curtis said: "I believe that the law makes for a higher grade of service."

HAVE POLITICS BEEN ELIMINATED?

It is not possible to state to what extent political considerations have been eliminated on the part of appointing officers and boards. The civil service commission cannot ascertain the political affiliations of persons now in the service. It would be improper for the commission to attempt to do so, nor does any member of this commission know the political affiliations of any large number of state employes. The right which an appointing officer has to select from one of three persons certified does give an officer, who is so minded, opportunity sometimes to base his choice upon political affiliations, but it is believed that in more than ninety per cent of all cases of appointment no attempt is made to ascertain the political affiliations of persons certified.

A more pernicious and more pronounced phase of favoritism, however, is found in the practice of selecting relatives by blood or marriage. This form of favoritism is most noticeable in the legalized exempt positions in the capitol. In Minnesota the State Board of Control has adopted the following rule:

"The superintendent of any institution shall not employ or retain in his employ any relative either by blood or by marriage for any position or duty in his institution, nor shall he employ or retain in his employ any person who is related by blood or marriage to the head of the department or to the officer to whom such employee should be directly responsible in said institution."

Within the competitive class of the classified service this pernicious practice is almost entirely eliminated. Appointing officers welcome the protection which the law gives them from the importunities of persons of influence who seek to load incompetent relatives and friends

upon them. In the main the routine administration of the law accomplishes its purpose.

It is safe to say that the existence of a fairly well administered civil service law has done much to increase the confidence of the general public in the state administration, and this in turn has given the people, through their representatives, confidence to go forward, to add to the powers of officers, boards and commissions. The law has been administered on the theory that right precedents should be established for the future, on the theory that new functions, new burdens and responsibilities will be assumed by the state, and that state supervision and control will be gradually extended, as political and economic problems become more complex. An assured and permanent elimination of the spoils system is a prerequisite to this forward movement.

CRITICISMS ANSWERED.

Without attempting to take up and answer all possible criticisms that may be made of the law and its administration, a few of the more common adverse comments that have come to our notice in the past seven years are discussed as follows:

It is frequently claimed that the best and most desirable candidates will not consent to enter competitive examinations.

This argument had much force at the outset and the adverse attitude of some public officers and newspapers served to give point to the objection. Desirable candidates will not seek examination if there is any doubt in their minds in reference to the sincerity of those who are administering the law. The statistics in the accompanying tables show a steady increase in number of applicants, and statistics are available to show that the quality of candidates has steadily improved. The best candidates will not circulate petitions or get into a political scramble for office.

The commission has held successful examinations for positions where peculiar and exceptional qualifications are necessary. Among them may be mentioned the following: rural school inspector, assistant attorney-general, attorney for the department of the state fire marshal, inspectors of creameries and cheese factories, assistant physician, auperintendent of construction, principal of the industrial school, accountants, statistician, chief deputy oil inspector, chief clerk, factory inspector, assessor of incomes, city sealer of weights and measures, parole agent and farm superintendent. The statistics of examinations held during the years 1910 to 1912 showing number of persons applied, number of persons examined, etc., are set forth in the following table.

STATISTICS OF EXAMINATION.

Competitive Examinations, July, 1910—July, 1912.

						=
Kind of Examination.	Number examinations given.	Number applied.	Number examined.	Number passed.	Number failed.	
1. Accountant	1		ı	1		ı
(a) Expert (b) Junior	1 2	10	10 58	5 28	5 25	١
2. After-care Agent	1	18	17	11	2	1
8. Architectural Draftsman	1	2 7	1 6	1 2	0	ı
5. Assessor of Incomes	8	300	276	114	160	١
6. Ass't Inspector—Including Civil, Elec-	l	1				
trical, Mechanical Engineering, and Eng. Computer	6	48	47	36	11	
7. Ass't Press Bulletin Editor	i	10	9	6	3	1
8. Attendant (Total number applied estimated)	30	498	498	200	90	ı
9. Attorney-General-1st and 2d Asst	2	522	48	36	12	1
0. Cadets to West Point and Annapolis 1. Carpenter—Including Head Carpenter	2	78	77	15	62	١
and Sup't Construction	4	184	116	38	78	ı
2. Chemist—Assistant	2	12	12 290	104	10 185	l
8. City Sealer	8	220	290	.00	1 100	ı
(a) General and Pen Copyist	2	561	588	346	187	i
(b) Local and sub-clerk	4	188 56	196 56	98 29	42 27	1
(d) Index Clerk and Librarian	1	28	24	8	16	1
(e) Statistical	2	87	n	29	42	l
i5. Engineer—(a) Ass't Eng. and Exp. Elec	1	16	14	18	1	ı
(b) Electrical	1	25	22	. 6	16	
(c) Steam grades a, b, c	8 6	86 42	74 30	39 14	31 16	1
7. Fireman	8	87	29	26	3	1
18. Fire Marshal	2	111	102	22	80	l
Univ. Hill Farm, State Institutions,						1
University Grounds	1	120 66	104	96 31	77 21	
20. Forest Ranger	6	441	365	185	224	
2. Greenhouse Man	2 6	102	86	2 49	23	
3. Guard	•	IVE.	-			1
4. Matron—Incl. Matron and House keeper Gen. and Cottage	4	54	46	13	31	1
 Inspector— (a) Cheese Factory, Dairy and F. 				l	1	1
and Creamery, Dairy and					١	ł
• Food	5	77 35	80	8	60 24	١
(c) Male—Deputy (Factory) (d) Safety Devices	i	78	34 68	16	51	1
(d) Safety Devices	1	44	44	12	31	
(e) Oil—Chief Deputy(f) Oil—Deputy	6	78	70	a	29	1
(g) Fire Prevention	1	8		2	1	1
26. Janitor—Including, Capitol, University, and Normals	. 6	179	142	79	50	1
27. Laborer—Capitol	2	52	44	27	10	1
28. Laundryman	2	512	407	224	179	
29. Legislative Positions				1	1	1
	. 2	19	16	16	0	
Guard		0"				
Guard		25 98	92 92	18	58 2	1

STATISTICS OF EXAMINATIONS.

petitive Examinations, July, 1910, to July, 1912—Continued.

of Examination.	Number examinations given.	Number applied.	Number examined.	Number passed.	Number failed.	Number refected.
	2	9	9	9	0	0
ert	1	7	6	1	0	0
	2	26	23 26	12	11	0
liversity Creamery	2	30	26	22	4	0
t—Tax Commission	1	31	24	11	18	0
· ····	3	18	12	8	8	1
	6	659	547	254	287	6
and Bookkeeper	1	14	14	7	7	Ō
and Clerk	1	11	11	11	0	0
and Proof Reader	1	4	4	4	0	0
Assistantss't Sup't Free Employ-	1	14	12	4	8	0
86	4	238	219	32	185	2
treet Trades	i	32	32	7	25	- ;
te Institutions	3	32 13	32 18	6	6	1
perator	1	37	87	13	24	,
50	7	27	28	15	7	0 1 8 1
	2	70	51	39	6	
Bookkeeper	í	6	6	3	2	1
Clerk	i	11	11	11	6	ć
Local Ass't	3	118	112	82	29	1
State Park, Devil's Lake	1	32	31	10	29 21	ć
Ve	1	32 146	146	146	0	
***************************************		109	109	88	26	ò
1	186	6,859	5,655	2,890	2,665	100

nt is sometimes made that civil service procedure is slow; too long to fill a vacancy by competitive examination. ermits temporary appointments when there is no eligible examination. The procedure is slower than would be reies, but the average time required is very much less than ed by the U.S. Civil Service Commission in making up ists. With the inauguration of the mailing list system ed to, competitive examinations can be advertised and held apleted within a period of two weeks. Local lists are pre-) or three days. State lists on an average consume from irty days as a rule. Delays in filling positions by competition are sometimes due to the failure of a public officer to notice to the commission of his needs. Officers have come e importance of keeping in touch with the civil service at this point and there is now less complaint of delays fore.

een suggested that appointing officers should be given an to share in the work of examining candidates. It has also ed that officers are given too much opportunity to share in the work of the examination and that as a result there is danger of avoritism.

The commission has found it difficult to satisfy the best needs of th service and at the same time to steer a clear course between these cor tending theories. It is a physical impossibility with the present small office force and with the present limited appropriation, to examine a kinds of candidates for all classes of the service without calling fo the assistance of experts in the service, especially in new and untrie examinations. In any event, to get the best results the commission must consult public officers relative to the duties of the position, the character of the work to be done and frequently must call upon en ployes in the service for assistance in preparing questions and in man ing papers. The commission consults officers but retains absolute dependence and exercises an independent final judgment. mission realizes that great care must be exercised to insure absolut justice. If persons in the service or elsewhere are called upon to mag papers, the commission seeks to verify results by having these paper marked by more than one person. Care is exercised to prevent inte ested persons from sharing in the work. In marking the written pe pers care is taken to conceal the identity of candidates from examiners The commission acts upon the theory that its functions are not to prepare all examination questions and to examine all candidates, a physically impossible feat, but always it is responsible for such examinations and takes all necessary measures to insure a just and reliable determination of relative merit and fitness. The office files of the com mission contain sufficient evidence to show that efforts either by put lic officers or others to have special favors shown designated person regardless of merit and fitness have usually failed. But the stronge protection to worthy candidates lies in the fact that a wise pub officer realizes the great advantage to himself in having competent ployes regardless of their personal, political or religious affiliation

4. Occasionally a candidate standing highest in a certification passed over by an appointing officer in favor of a second or third son on the list.

In a case of this kind there is nothing to be said. The law give officer authority to choose among three persons certified and straightest on an eligible list. It is his duty under the law to exercing of choice and to determine for himself whether for the parposition in question the first, second or third person is in all best suited for the place.

5. It has been urged before legislative committees having c'ice legislation under consideration that this commission is ably unyielding in reference to exemptions and some publicate urged that more positions should be classified, exempt o petitive.

The commission holds that the successful operation of civil service law is a process of evolution, that competitive examinations become popular, and, as a matter of course, if the commission consistently adheres to the competitive system; the commission holds that the quickest way to destroy the intended effect of the law is to weakly yield to every demand for special exemptions. The whole history of the operation of the law in Wisconsin during the last five years bears the commission out in its original theory that the competitive system will succeed better to-morrow if adhered to to-day. Officers have from time to time justly urged that the commission does not know enough concerning the peculiar needs of their departments. The remedy lies not in exempting positions in these departments from competitive examination, but in providing the civil service commission with a sufficient appropriation to enable it to meet the needs of the service adequately.

It has been urged that a position in which an employe sustains confidential relations to his chief should be exempt. "All public servants are in their nature coemployes of the public, serving the same master in the same disinterested way. There can be no violation of confidential relations between the appointing officer and the subordinate which is separate and distinct from the violation of such relations between them and their common master. Any man who violates this relation should be dismissed. Any other hypothesis assumes that the employe owes a duty to his chief which is separate and distinct from that which he owes the public, which is of course absurd. Confidential employes ought to be appointed by competition and should never be exempted."—(Gienway Maxon.)

In this connection it is held that because merit and fitness cannot be determined by a written examination positions ought to be classified exempt. There is nothing in the law to necessitate written examination as a part of competitive selection. The old idea of limiting examinations to what can be put in writing is exploded, and it is now pretty senerally understood that the commission may base selection upon previous experience, education and personal qualities, determined by references and by an oral examination; may, in fact, use any reasonable method best suited to the specific case.

6. It is said that eligible lists do not always contain names of persons best fitted for the work.

At times there is basis for this complaint. There always will be and under any system such a complaint might be made. The best men are in demand everywhere and the salaries paid by the state do not as a rule measure up to salaries paid by private corporations for similar tervice. As a rule the eligible lists made up by the civil service commission are of persons who are actually making good in private employment. This is shown by the fact that a large number of temporary ap-

pointments are made of persons not on any eligible lists. The commission finds it very difficult to secure from any of it eligible lists persons wishing to accept temporary jobs. The study of the history of probationary appointments shows that less than five per cent of all persons appointed on probation are dropped during the probationary period. Reports of public officers, concerning employes selected from eligible lists, generally confute the charge that as a rule eligible list persons are not most desirable. Of forty income tax assessors appointed on probation by the state tax commission in January only one person has been dropped for cause during the probationary period. Of eighty-five legislative employes appointed in 1911 two persons were dismissed for cause.

7. It is said that undesirable and unworthy employes are protected in the civil service, that their tenure is made more secure.

Under rulings of the supreme court officers have the right to discharge for cause, and no officers have since made complaint that they are unreasonably hampered in their right to dismiss unworthy employes. If unworthy employes are continued in the service, the civil service commission has no jurisdiction over the matter.

DEPARTMENTAL ORGANIZATION AND EFFICIENCY.

One of the first objects of the civil service law is to secure increased efficiency in the public service. That selection and appointment according to merit and fitness determined by competitive examination does increase the efficiency of the service to a marked degree is an established fact. But the experience of private corporations and of other states and cities shows that original wise selection of employes does not alone insure their continued efficiency in the service. Other elements must be taken into consideration.

Departmental efficiency depends in part upon effective supervision and departmental organization. Efficiency is "doing the right thing in the right way at the right place and at the right time." The right man must be adjusted to the right work and his work must be coordinated with the work of his associates. To get this result there must be effective supervision and an efficient organization. There must be fixed responsibility. There must be an esprit de corps. There must be a right adjustment of salaries to duties and responsibilities and a uniform and equitable rule governing advancement in the service. In order that the work of a department may be most effective there must be provision made for, and opportunity given, employes, who have capacity, to advance in knowledge and skill and ability in order that they may go forward in the service according to their abilities and their ambitions, and these conditions must be provided in order that ambition may not be killed and interest in the work deadened.

Many large private corporations have in recent years made great strides in the solution of the problem of internal efficiency. The consolidation in recent years of allied functions in private enterprises under one management has enabled private companies to make very rapid and marked gains in this direction. Such consolidations have made possible the bringing together of large groups of employes performing the same or similar services into comparison with one another so that quality and quantity of output can be measured with exactness and salary standards definitely fixed. These consolidations of allied functions have made it possible to create apprentice schools for the instruction of employes having capacity to learn and by that means to become more valuable to their employers.

Large private concerns have their own employment agencies and through these have worked out methods of getting into touch with desirable candidates and arriving at their relative merit and fitness. Promotion rules are in force with many of these companies. Definite accurate daily reports are made concerning individual employes and advancement in the service is based primarily upon these records.

In private employment the question of efficiency starts with original selection and goes clear through the service to the end. It includes the keeping of efficiency records, right adjustment of salaries to duties, accurate records of the quality and quantity of the output of each employe and a constant study of internal supervision of separate departments and right adjustment of separate departments to each other.

WHAT HAS BEEN DONE IN OTHER JURISDICTIONS.

The city of Chicago created an efficiency division of the civil service mmission which, under the direction of the civil service commission ade a study of the functions of the various municipal departments, number of employes, the assignment of duties, the adjustment of laries to duties, lines of supervision and control, output both departmental and individual, and systems of measuring and recording and porting the quality and quantity of output. This study showed that mee employes were underpaid, that others were overpaid, that there are not jurisdiction of separate departments overlapped, that there are much waste due to duplication of work, that responsibility for supervision was not fixed and definite. Under the Chicago commission many reforms were effected and the various departmental activities have been placed upon a very much more businesslike basis.

EFFICIENCY REPORTS.

Each department head in Chicago is required to make a report to the civil service commission on forms furnished by the commission, concerning the attendance, conduct and quality and quantity of work



of each employe. If the mark received by an employe is extreme j low or extremely high the commission through its efficiency division makes personal investigation of the employe in order to verify $\mathbf{t} \mathbf{h}_e$ mark and to determine whether justice has been done. If his mark is justifiably low he may be removed. If it is justifiably high he may be eligible for promotion.

This study by the efficiency division of departmental organization and of the work of individual employes stimulates department heads to do more effective supervision and reduces to a minimum the opportunity to show favoritism in individual cases. It does more than that, however, it reacts beneficially upon the work of the examining division of the civil service commission, enabling the commission to devise more effective systems of examination and to determine with greater certainty the relative merit and fitness of candidates who appear in competitive examination.

This consolidation of functions in the civil service commission is on the whole an economical arrangement. The employes of the efficiency division become expert examiners and the criticism which is often made that civil service commissions are not well enough informed to conduct open competitive examinations for specialized service is removed.

THE POWERS OF THE ILLINOIS COMMISSION RELATIVE TO DEPARTMENTAL EFFICIENCY.

In the light of Chicago's experience the people of Illinois by a three to one vote instructed the legislature to extend the powers of the state commission. The following are some of the unique features of the Illinois law enacted in 1911:

The entire service is divided into the unclassified and classified service. There is no exempt class of the classified service. The commission has no power to classify a position exempt or noncompetitive. Laborers are selected competitively.

The commission may admit residents of other states when it is deemed best for the service to do so.

The appointing officer must appoint on probation the person standing highest on the list. He has no choice as in Wisconsin among three names.

The civil service commission must prescribe by rule the grade of each position and the maximum and minimum pay for each grade. In order to do so the commission must first ascertain the duties to be performed in each position and then all positions in which the duties to be performed are similar are placed in the same grade. The maximum and minimum pay for all positions in the grade is then ar

rived at. The Illinois legislature wisely left the matter of internal salary adjustments to a commission acting under a general statutory rule.

EFFICIENCY INVESTIGATION IN WISCONSIN.

Early in January, 1912, the state board of public affairs, acting under authority of law to "prescribe and direct the use of standards and records of efficiency of employes" and "to coördinate by mutual agreement with the several public bodies their investigations," invited the civil service commission to join with it in making a preliminary study of departmental organization and efficiency, salaries, classification of service according to duties, and methods of keeping efficiency records.

After conference the civil service commission authorized the joint employment of G. L. Sprague for temporary service to work under joint direction and to collect necessary data and to report with recommendations.

Mr. Sprague devoted five months to the work and then withdrew to manage a private business in the East. His investigation was, therefore, incomplete. A detailed report of his investigations consisting of 500 typewritten pages, was made in duplicate to the board of public affairs and to this commission. Thirty out of forty-five separate administrative departments were visited. Employes were interviewed 'concerning their experience, the nature of their work; records, books files and indices in the hands of employes were examined and the information concerning duties assigned and salaries received was entered upon classification cards, grouped by departments and filed with the civil service commission. Classification and salary charts of the present service were submitted, together with charts showing recommended reclassification and salary changes.'

In the main, matters discussed in Mr. Sprague's report properly come thin the jurisdiction of the board of public affairs and will receive consideration at their hands at the proper time.

The facts set forth in the report are sufficient to show that conditions exist in the Wisconsin state service similar to the conditions found to exist in Chicago and Illinois at the time when the above efficiency commissions were created, but undoubtedly in less aggravated form.

RECOMMENDATIONS.

In the light of our experience in the actual administration of the civil service law for seven years, and in the light of all the facts which the records of this department contain, we make the following recommendations:

و د

- 1. Salaries of employes in the classified service are not in all cs adjusted to duties and responsibilities. Where salaries are fixed statute a minimum and maximum figure should be named and presion should be made that the minimum salary shall be the beginn salary and that the maximum salary may be received only after a sonable length of service and in accordance with merit and fitness subject to promotion rules.
- 2. Salaries fixed by appointing officers, boards and commissions not uniform. Inequalities cannot be corrected until all positions he been classified according to the duties and responsibilities by a c mission empowered to do this work. In the main salaries in the plic service are not higher than salaries paid by private concerns similar service. But there are numerous inequalities that should adjusted. This work of readjustment could be done most economic by this commission. It is directly related to the work which the commission now has to do and all or nearly all of the data on which such classification would rest is to be found in the files of the commission.
- 3. Earlier in this report we have called your attention to the visions of the Illinois civil service law enacted in 1911. More spe cally, we recommend a careful consideration of the following presions:
- a. The Illinois civil service commission has power to prescribe rule the grade of each position and the maximum and minimum p for each grade.
- b. In this connection the commission is required to establish titl for all positions in the classified service.
- c. The commission is directed to investigate the efficiency of officer and employes and groups of officers and employes and to report to t officer in charge its findings.

We believe if a suitable appropriation is made to carry out the p visions of such an enactment that this commission would be in a sition to render valuable assistance in an advisory way to varid departmental heads relative to organization and supervision of e ployes and methods of measuring and recording quality and quant of output.

We do not recommend that the civil service commission be given bitrary power in reference to these matters. It should be given power to investigate individual and group efficiency and to report. Its power should end there. Such an arrangement would conduce to closer operation among department heads and would react beneficially up the examining division of the civil service commission.

4. We recommend a gradual extension of the application of the me principle. Many positions now of the exempt class or of the unclified service should be brought within the competitive class or sho be brought within the jurisdiction of the civil service commiss with power to classify. All or nearly all of the positions classified exempt or unclassified by special enactments of legislatures since 1905 could be brought within the competitive or noncompetitive classes.

- 5. The responsibility which now rests upon the secretary and chief examiner as the executive officer of the commission, should be shared by at least one paid member of the commission devoting all of his time to the work. We renew our recommendation that commissioners shall receive an annual fixed salary instead of a per diem limited to 100 days' service.
- 6. Whenever it is found impracticable to fill subordinate low salaried positions of the competitive class by state competitive examinations, the commission should have the alternative to classify such positions noncompetitive as is now provided for in section 20, or to fill these positions through local competitive examinations of persons residing within the district where the service is to be rendered. And in the latter event such employes should have the same right of promotion as is accorded persons selected from state-at-large lists, except that a longer period of tenure might be required before such employes become eligible for promotion.
 - 7. For purposes of economy and in order to make competitive examination more effective in determining relative merit and fitness, the commission should be given authority to designate convenient examination centers whenever combined oral and written examinations are required.
 - 8. The commission should have authority to waive restrictions as to discensify when in its judgment it is deemed for the best interests of the service to admit to competitive examinations persons residing in other states.

Respectfully submitted,

C. E. BUELL,

T. J. CUNNINGHAM,

OTTO GAFFRON,

Commissioners.

3-C. S.

33

<u>st</u> 2

g # Π 14

7

2.

7

تد:

THE CIVIL SERVICE RULES

In accordance with the provisions of chapter 363, of the laws of 1905, the following rules have been prepared for the regulation of the classified civil service of the state of Wisconsin:

Note: Inasmuch as the law is very comprehensive and detailed in its provisions, it has been found necessary for the guidance of the reader to reprint many of its more specific provisions in connection with the rules under the heading to which they refer. The rules prepared by the commission are numbered. The provisions of the law are designated by letters of the alphabet.

CLASSIFICATION.

RULE I.

a. The civil service shall be divided into the unclassified service and the classified service. (From section 8.)

b. The unclassified service shall comprise: All officers elected by the people. All officers and employes appointed by the governor whether subject to confirmation or not. All officers and employes in any department for the creation of which a vote of two-thirds of all the members elected to each house is required. All presidents, deans, principals, professors, instructors, scientific staff and other teachers in the university, normal or public schools, the library staff in any library maintained wholly or in part at state expense, the superintendent, warden or other head of the state reformatory, charitable and penal institutions. All persons appointed by name in any statute. All legislative officers. (From section 8.)

c. The classified service shall comprise all positions not included in

the unclassified service. (From section 8.)

d. The offices, positions and employments in the classified service of the state shall be arranged by the civil service commission in five classes to be designated as the exempt class, the competitive class, the noncompetitive class, the labor class and legislative employes. (From section 12.)

CLASSIFIED SERVICE.

RULE II.

Exempt Class.

a. Appointments in the exempt class may be made without examination. (From section 14.)

b. The following positions shall be included in the exempt class:

One deputy or assistant of each principal executive officer and the chief clerk or secretary of any board or commission.

One stenographer for each appointing officer, board or commission. The clerks and other assistants and employes of the supreme court. (From section 14.)

- I. The commission may classify as exempt any position in the competitive or noncompetitive classes for reasons stated in section 14 of the law. A public hearing shall be granted for placing any such position in the exempt class upon the formal request of the proper appointing officer.
 - 2. Notice of such hearing shall be published at least ten days in advance in one issue of at least one daily newspaper in each of the four largest cities in the state and posted on the bulletin board in the office of the commission for the same period prior to a public hearing.
 - c. At any such hearing any taxpayer of this state shall have the right to be heard, either in person or by counsel, either in opposition to or in favor of the proposed exemption. (From section 14.)
 - 3. In accordance with the provisions of section 14, the following positions are placed in the exempt class:
 - a In the office of the State Tax Commission:
 - 1. All persons appointed to act as special assessors and special members of boards of review under chapter 259, laws of 1905, and all persons appointed to act as assistants or special assistants for the review and redetermination of the property in a county on appeal from the action of the county board under chapter 474, laws of 1905. This rule does not apply to special agents.

(Readopted and amended April 17, 1907.)

h. In the State University:

1. The registrar of the university, one position.

(Classified March 23, 1906.)

2. Bona fide students employed in the university for a temporary, occasional or intermittent service at a compensation of not to exceed \$25.00 during any month while the university is in session or of \$50.00 during vacation time.

(Classified Sept. 12, 1906.)

c. In State Normal Schools:

1. Bona fide students employed in the state normal schools for occasional, temporary or intermittent service at a compensation of not to exceed \$25.00 for any one month during the school year or of \$50.00 for any one month during vacation periods.

(Classified Sept. 12, 1906.)

- d. In the office of the State Superintendent of Public Instruction:
- 1. All members of the Board of Examiners for state teachers' certificates, three positions.

(Classified March 23, 1906.)

- e. In the employment of the State Civil Bervice Commission:
- 1. The position of local examiner for the Civil Service Commission where the compensation does not exceed \$50 per annum.

(Classified August 10, 1907.)

- 1. In the State Geological and Natural History Survey:
 - 1. All members of the scientific staff.

(Classified March 23, 1906.)

- g. In the State Penal and Charitable Institutions:
 - 1. The Chaplain.

(Classified March 23, 1906.)

- h. In the department of the State Dairy and Food Commission:
- 1. Special counsel as provided for in section 1410—a, statutes of 1898, as amended by chapter 193, laws of 1905, and expert agents for the inspection of cheese factories and creameries, when no cost for compensation or traveling expenses shall thereby be incurred by the dairy and food commissioner.

(Classified March 23, 1906.)

- i. In the office of the Commissioner of Insurance:
- 1. All positions as insurance examiner for occasional temporary service, where the compensation is in fees paid by insurance companies, until September 16, 1912.

(Adopted Sept. 16, 1911.)

RULE III.

Competitive Class.

- a. The competitive class shall include all positions for which it is practicable to determine the merit and fitness of applicants by competitive examinations, and shall include all positions and employments now existing or hereafter created, of whatever functions, designations or compensation, in each and every branch of the classified service, except such positions as are in the exempt class, the noncompetitive class, or the labor class. (From section 15.)
- 1. All positions in the competitive class shall be arranged in accordance with the following classification:

GROUPS BASED UPON THE CHARACTER OF THE SERVICE RENDERED.

- Group A. Clerks, which term shall include all positions, the duties of which are of a clerical character, and which are not other wise specifically provided for herein.
 - Subdivision 1. Secretaries, chief clerks.

J

- 2. Clerks, recorders, registers, copyists.
- 3. Clerks with special educational requirements.

- 4. Bookkeepers, accountants.
- 5. Stenographer and typewriter.
- 6. Pages, office boys and girls.
- up B. Cashiers, which term shall include all positions, the duties of which are the actual receipt, custody or disbursement of money or the enforcement of the accountability for the same.
- up C. Custodians and messengers, which term shall include all positions the duties of which are the charge of property or persons, or as attendants.
- ubdivision 1. Stewards who are not disbursing agents, superintendents of buildings.
 - 2. Matrons.
 - 3. Storekeepers.
 - 4. Prison and reformatory keepers and guards.
 - Officers, attendants, nurses, etc., having care of inmates of institutions and hospitals.
 - 6. Protectors of forest fisheries and game.
 - 7. Messengers, attendants and watchmen.
 - 8. Janitors.
- Oup D. Engineers, which term shall include all positions where qualifications of an engineering or cognate character are required.
- Subdivision 1. Civil engineers.
 - 2. Levelers, surveyors, rodmen.
 - 3. Chainmen.
 - 4. Architects.
 - 5. Architectural draftsmen.
 - 6. Engineering draftsmen.
 - 7. Chief engineers.
 - 8. Electrical engineers, dynamo tenders, electricians.
 - 9. Steam engineers, firemen, engine drivers.
- oup E. Inspectors, which term shall include all positions the duties of which are the inspection of materials or workmanship or the supervision of laborers.
- ubdivision 1. Superintendents of construction or repairs when not civil engineers or architects.
 - Inspectors of masonry, ironwork and other materials and workmanship.
 - 3. Electrical inspectors.
 - 4. Overseers, foremen.
- up F. Special agents, which term shall include all positions requiring investigative and detective ability.

- Subdivision 1. Examiners for the insurance department.
 - Examiners and special agents for state office boards and commissions.
 - 3. Deputy factory inspectors.
 - 4. Inspectors of foods.
 - 5. Inspectors in the educational department.
 - 6. Agents for state institutions.
 - 7. Oil inspectors.
- Group G. Law positions, which term shall include all positions requiring some legal knowledge.
 - Subdivision 1. Attorneys, law clerks, brief clerks, statutory revision clerks, clerks in other offices whose duties require some legal knowledge.
 - 2. Corporation examiners and clerks.
- Group H. Medical positions, which term shall include all positions requiring medical or pharmaceutic knowledge.
 - Subdivision 1. Physicians and surgeons.
 - 2. Medical examiners.
 - 3. Medical internes.
 - 4. Health officers.
 - 5. Sanitary experts and inspectors.
 - 6. Pharmacists, apothecaries.
 - 7. Veterinarians.
- Group I. Mathematics, which term shall include all positions requiring special mathematical qualifications.
 - Subdivision 1. Actuaries, statisticians, computers.
 - 2. Expert accountants.
- Group J. Scientists, which term shall include all positions requiring special scientific knowledge.
- Group K. Agriculturists, which term shall include all positions requiring agricultural or horticultural knowledge, including arboriculture and the breeding and care of domestic animals.
 - Subdivision 1. Agriculturists, farmers.
 - 2. Horticulturists, gardners, arboriculturists.
- Group L. Instructors, which term shall include all positions, the duties of which are scholastic instruction or to educate or test the ability to instruct.
 - Subdivision 1. Principals of schools.
 - Teachers in all branches, other than such as are otherwise specially provided for in this classification.
 - Examiners of educational and scholastic qualifications.

- Mechanics and craftsmen, which term shall include all positions requiring special mechanical skill, or as tradesmen, not classed as laborers.
- Miscellaneous positions, which term shall include all positions requiring expert or other qualifications not embraced in the exempt or noncompetitive classes, or in other groups in this class.
- . Unskilled laborers.

CLASSIFICATION IN PENAL AND CHARITABLE INSTITUTIONS.

sification of service in the state reformatory, charitable and stitutions.

Competitive.

rk. Fireman. lerk. Guards.

onal physician. Teachers, except teachers in

nurse. . schools for blind and deaf.

per. Head baker.
Head farmer.

Head gardener.
natron. Head laundryman.

ents. Bricklayer, plasterer and mason,

Painter.

Carpenter.

or overseer of shop. Plumber.

endent of construction.

or of attendants. Steamfitter. ts after Jan. 1, 1912. Shoemaker.

Tailor.

engineer. Tinner.

Noncompetitive.

ts prior to Jan. 1, 1912. Cooks.

Dentist for occasional service.

Assistant superintendent.

varden. Supervisor of boys and girls.

ns not residing in insti- Teachers in the schools for the

blind and deaf.

Upholsterer.

t steward.

Exempt.

Chaplain.

Labor.

Assistant launderers.

Watchman.

Barnman. Carman. Farm hands.

Garden hands.

General laborers.

Cowman. Dairyman.

Servant.

Lawnman.
Porter.
Teamster.

Seamstress.
Kitchen girl.
Laundress.

3. The omission in the above classification of any official designator appellation of a position in the service shall not exclude such sition from the classification, as it will be comprised in the group subdivision to which it belongs by the general definition and specitions of such group and subdivision.

- 4. The commission may further subdivide for the purpose of exination and promotion the positions in any group or subdivisible thereof.
- 5. The classification of all positions shall be governed solely by respective duties and functions of such positions, and in request from the commission certifications from eligible lists for selection appointment, the heads of offices shall give in detail the duties attact o such positions, and shall name so near as may be the groups subdivisions that comprise respectively such duties and functions.

RULE IV.

Noncompetitive Class.

- a. The noncompetitive class shall include such positions as are in the exempt class or in the labor class, and which it is improcable to include in the competitive class. (From section 20.)
- b. Appointments to positions in the noncompetitive class shall made after such noncompetitive examination as is prescribed by rules of the commission. The commission shall state in its an report the number of persons who come within this class, and character of their service. (From section 20.)
- 1. Noncompetitive examinations for positions in the noncom tive class shall be given to persons formally nominated for examtion to the commission by the proper appointing officer.
- 2. Applicants for noncompetitive examinations shall fill out make oath to the proper application paper, and may file such part any time before undergoing an examination.
- 3. The noncompetitive examination shall conform as nearly practicable in subject matter and marking to the competitive amination of the same grade.

Section 4. In accordance with the provisions of section 20, the following positions are placed in the noncompetitive class:

- a. In the Office of the Railroad Commission:
- 1. All consulting railway expert statisticians rendering occasional service to the commission.

(Classified May 24, 1906.)

2. The position of special agent, one position.

(Classified Sept. 18, 1907.)

- b. In the Department of the State Treasury Agent:
- 1. All deputy treasury agents whose compensation, as shown by the record of the previous year, is less than \$300.

(Classified May 24, 1906.)

- c. In the State University:
- 1. The position of state organizer for university extension until Jan. 1, 1910, after which time the position shall be filled by competitive examination whenever a vacancy in the position shall occur.

(Classified July 19, 1906, and readopted Dec. 12, 1908.)

2. The position of stenographer, one position; in the department of economics.

(Classified Feb. 20, 1907.)

3. The position of farmers' institute conductor and assistant in farmers' institutes (all positions), as provided for in section 1494—1. Revised Statutes. 1898.

(Classified October 22, 1906.)

4. The position of matron of Chadbourne Hall.

(Classified June 16, 1908.)

 $^{5}\!.$ One position as bookkeeper and instructor in accounting in the university extension.

(Classified September 14, 1909.)

6. The position of nightwatch at Chadbourne Hall.

(Classified Feb. 25, 1911. Approved Feb. 25, 1911.)

7. One position as secretary and stenographer to the dean in the wiversity extension, until September 23, 1912.

(Classified March 23, 1912. Approved April 3, 1912.)

- d. In the Departments of the State Tax Commission and State
 Railroad Commission:
- 1. Persons employed jointly by the state tax commission and state railroad commission in determining the physical valuation of the

steam railroads and the street railway and public utility propertie of the state of Wisconsin, and in technical matters related thereto, a follows:

One assistant engineer.

In each major division of the staff engaged in the joint technica work, according to the organization approved by the two state cormissions served by said engineering staff:

One chief of division.

One or more field inspectors.

One or more assistant field inspectors.

(Classified October 27, 1910.)

- One position as chief of the income tax bureau until July 25, 191
 (Classified July 25, 1911. Approved August 2, 1911.)
- 3. Until Sept. 20, 1913, two positions in the office of the tax commission known as working fellowships in taxation, and in the office of the railroad commission four positions, two of which shall be known as working fellowships in transportation and public utilities, and two as working fellowships in engineering, for half time service where the compensation does not exceed \$600 per annum, appointment to be made from lists of persons qualified to do post-graduate work is subjects allied in character to the work assigned by the commissions and selected by the regents of the university according to the usual method used in the appointment of persons to fellowships.

Until September 20, 1913 two positions to be known as working fello ships in insurance, under the conditions named in Rule IV, d-3.

(Classified Sept. 26, 1911. Approved Oct. 5, 1911.)

- 4. Until January 16, 1913, one position as first assistant to the supe visor of income tax.
- 5. Until January 16, 1913, the position of deputy income tax assessor for local temporary service in the various assessment district where additional assistance is needed and where this service is limpled to four months.

(Classified Jan. 16, 1912. Approved Jan. 31, 1912.)

6. Until February 1, 1913, one position as expert accountant half time employment jointly with the state board of public affairs.

(Classified Feb. 10, 1912. Approved Feb. 24, 1912.)

- e. In the Department of the Superintendent of Public Property:
- 1. One position as coachman and caretaker at the executive residence.

(Classified November 20, 1908.)

2. One position as secretary for the committee on Industrial I: surance, appointed by the legislature of 1909.

3. One position as secretary for the joint committee on Insurance of Bank Deposits.

(Classified August 19, 1909.)

- t. In the Office of the Capitol Building Commission.
 - 1. One position as assistant to the secretary.

(Classified Sept. 24, 1910.)

- g. In the Office of the Wisconsin Grain and Warehouse Commission.
- All positions as inspector, deputy inspector, weighmaster, deputy weighmaster and bookkeeper, until July 14, 1912.

(Classified July 13, 1911. Approved July 25, 1911.)

- h. In the Department of the Industrial Commission.
- 1. One position as deputy in charge of the state free employment bureaus, until August 19, 1913.
- 2. One position as deputy acting as safety inspector in the employ of the industrial commission until August 19, 1913.

(Classified Aug. 19, 1911. Approved October 6, 1911.)

In the Department of the Legislature:

1 All positions as secretary of the legislative investigating committees when the legislature is not in session, until January, 1913.

(Classified Sept. 16, 1911. Approved October 6, 1911.)

In the Office of the Commissioner of Insurance:

1. Until March 19, 1912, one position as clerk employed to investigate provisions of accident and sick benefit policies and to prepare a standard policy.

(Classified Dec. 19, 1911. Approved Feb. 12, 1912.)

Note: Extended until July 1, 1912.

L In the Department of Industrial Education:

1. Until December 13, 1912, all positions now of the competitive class in the Stout Manual Training School of Menomonie.

(Classified June 13, 1912. Approved June 25, 1912.)

- 1 In Penal and Charitable Institutions:
- 1. Until January, 1914, the position of attendant.

(Classified Jan. 16, 1912. Approved Jan. 31, 1912.)

- m. In the Department of the State Board of Health and Vital Statistics.
 - 1. Until March 30, 1913, one position as sanitary inspector.

(Classified March 30, 1912.)

- L. In the joint employment of the State Board of Public Affairs and the State Civil Service Commission:
- 1. For a period not to exceed six months, one position as efficiency expert at a total combined salary not to exceed \$1,500.00.

(Classified Jan. 16, 1912. Approved Jan. 31, 1912.)

- o. In the Office of the State Treasurer:
 - 1. The position of night watch.

(Classified Jan. 19, 1911. Approved Jan. 27, 1911.)

RULE V.

Applicants.

- a. The competitive examinations shall be free and open to all applicants who are citizens of the United States and of the state of Wiscorsin and who have fulfilled the preliminary requirements stated in section 11 of this act, and shall be held at such times and places as shall, in the judgment of the commission, most nearly meet the convenience of applicants and the needs of the service. (From section 10.)
- b. The commission may require in connection with such application such certificates of citizens, physicians, or others having knowledge of the applicant as the good of the service may require. (From section 11.)
- c. The commission may refuse to examine the applicant, or after examination to certify an eligible, who is found to lack any of the preliminary requirements established by the commission for the examination for the position or employment for which he applies, or who is physically so disabled as to be rendered unfit for the performance of the duties of the position to which he seeks appointment, or who is addicted to the habitual use of intoxicating liquors to excess, or has been guilty of any crime or of infamous or notoriously disgraceful conduct, or who has been dismissed from the public service for delinquency or misconduct, or who has made a false statement of any material fact, or practiced, or attempted to practice, any deception or fraud in his application, in his certificate, in his examination, or in securing his eligibility or appointment, or refuses to furnish testimony as required in section VII of this act. (From section 11.)
- e. Whenever the said commission refuses to examine an applicant or after an examination to certify an eligible, as provided in this section then said commission, if requested by the person so rejected, shall give to him a full and explicit statement of the exact cause of such refusal to examine or to certify as the case may be. (From section 11.)

RULE VI.

Applications.

- a. The civil service commission shall require persons applying for admission to any examination provided for under this act, or under the rules and regulations of the said commission, to file in its office a reasonable time prior to the proposed examination, a formal application, in which the applicant shall state under oath or affirmation:
 - 1. His full name, residence and post office address.
 - 2. His nationality, age and the place and date of his birth.
 - 3. His health and his physical capacity for public service.
- 4. His business and employments and residences for at least the five previous years.
- 5. Such other information as may be reasonably required touching the applicants merit and fitness for the public service. (From section 11.)
- b. Blank forms for such applications shall be furnished by the commission without charge to all persons requesting the same. (From section 11.)

Thenever an application is rejected or whenever an applicant o pass an examination, notice of such rejection or failure to pass nation shall be mailed to the applicant.

RULE VII.

-

Examiners.

officers for such service. (From section IV.)

The commissioners may designate persons in or out of the official e of the state or of any city or county who shall, if in the service, the consent of the head of the department or office in which such a serves, act as local examiners. (From section IV.) such persons in the official service in the performance of such dust the commission shall direct, shall be under the direct and sole of the commission, and their duties shall be considered part of attempt of the office in which they are serving, and time shall be altherefor during office hours and no compensation shall be paid

n preparing examinations of a technical or special character, or the requirements are peculiarly within the knowledge of the desent in which appointment is to be made, the chief examiner shall discretion consult with the incumbent of such office or with the of such institution or department or with such other persons as have knowledge and experience in matters pertaining to the extion and shall use his judgment in selecting questions from the submitted by them.

RULE VIII.

Local Examiners.

The civil service commission shall appoint at least one local exng board for each county.

(As amended June 27, 1907.)

The local board shall be nonpartisan in character and shall conf three persons residing in the district.

The commission shall appoint one member of the local examining as supervising examiner, whose duty it shall be to be present at me and place designated by the commission for holding an extion and to take charge of the examination.

The local examining board may suggest to the chief examiner at ion suitable accommodations for holding examinations and upon st furnish applicants with application blanks and distribute such it rules, regulations and information as may be furnished by the ission. All members of the local examining board shall, so far ssible, be present at all examinations and shall assist in enforcate rules and regulations of the commission governing examination take such measures as may be necessary to insure fairness.

- 5. In case of the temporary disability of the supervising examiner, the local board may designate some other member to take charge of the examination and in an emergency may procure such outside assistance as may be deemed necessary.
- 6. No person shall be admitted to examination who does not present an admission card issued to him by the state civil service commission.
- 7. The local examiners may receive applications for positions in the labor class and, except when otherwise ordered, shall immediately forward them to the chief examiner at Madison.
- 8. Local examiners shall not incur expense in connection with examinations beyond necessary stationery, postage and supplies, except at the direction of the commission or of the chief examiner.

RULE IX.

Examinations.

- a. All examinations for positions in the classified service shall be practical in character and shall relate to those matters which will fairly test the capacity and fitness of the persons examined to discharge the duties of the office or employment sought by them, giving due allowance for experience in the same or similar postions. (From section 10.)
- b. Examinations shall be held at such times and places as shall, in the judgment of the commission, most nearly meet the convenience of applicants and the needs of the service. (From section 10.)
- c. Examinations shall be held simultaneously at at least one convenient point in each county of the state. (From section 10.)
- d. No question in any form of application or in any examination shall be so framed as to elicit information concerning the political or religious opinions or affiliations of any applicant, nor shall any inquiry be made concerning such opinions or affiliations, and all disclosures thereof shall be discountenanced. No discrimination shall be exercised, threatened or promised, by any person in the civil service against or in favor of any applicant, eligible, or employe in the classified service because of his political or religious opinions or affiliations. (From section 26.)
- 1. The minimum percentage of proficiency for eligibility in any subjects assigned for examinations and the average percentage for proficiency in all subjects, shall be fixed by the commission for each class or grade and shall be published prior to holding examinations.
- 2. Whenever in a general competitive examination it is, in the judgment of the commission, deemed necessary, a preliminary or supplementary or special examination may be required of eligibles and such examination may be held at the time and place indicated by the commission.
- 3. The commission shall determine and make public relative weights of subjects included in the examination in each separate class of service, and proficiency in any subject shall be credited in grading the standing of the person examined, in proportion to the value of a

knowledge of such subject in the branch or part of the service which the applicant seeks to enter.

- 4. In the absence of any regulations to the contrary noncompetitive examinations shall be conducted by the chief examiner or his authorized deputy, and the papers shall be marked by him with the assistance of such persons as he may select.
- 5. The commission may authorize as an element in any examination, an oral examination, particularly where administrative ability, scientific or technical knowledge, or manual skill are required. But all oral examinations shall be under the immediate direction of the chief examiner or his authorized deputy, and a record of such examination shall be preserved.
- 6. Upon the request of any officer or board having the power of appointment to any office or position in the service of the state to which these rules do not apply, the commission will, whenever practicable, hold competitive or noncompetitive examinations for such office or position.

RULE X

Eligible List.

- a. The term of eligibility of an applicant shall be fixed for each list by the civil service commission at not less than one nor more than three years. (From section 15.)
- 1. The period of eligibility for any eligible list shall be one year from date of promulgation of the list. But the commission may in its discretion extend the period of eligibility for any position or group.
- 2. The names of eligibles shall be entered in the order of their average percentages, on the proper register of eligibles.
- 3. Appointment shall be made from the eligible list most nearly appropriate for the group in which the position to be filled is classified, and a new list shall be created for a stated position or group of positions only when there is no appropriate list existing or when the existing list from which certification is to be made is likely to be exhausted.
- 4. In the preparation of any eligible list when two or more eligibles have like averages their names shall be arranged on such list in the order in which their applications were filed. Names of eligibles with like averages, whose applications were filed on the same day, shall be arranged in alphabetical order, but priority neither in the date of application nor in the alphabetical order of the names will give any other advantage in position on the register of the eligibles.
- 5. Whenever the commission is notified that proficiency in a special subject is needed in the position to be filled, it may, upon request of the appointing officer, take steps to ascertain the names of all those

on the list who possess such qualifications and shall certfy them in their order or shall in its discretion conduct a new examination.

- 6. In accordance with the provisions of section XVI of the law, adequate eligible lists shall be made up, and so far as possible at all times kept by the commission, from which appointments shall be made for service in the several state charitable and penal institutions.
- 7. In accordance with the provisions of section XVI of the law, any veteran of the last civil war who has attained the required percentage of eligibility shall be given such preference in registration as the addition of five per cent to his average standing would entitle him to.

RULE XI.

Certification and Appointment.

- 1. Upon requisition from an appointing officer to fill a vacancy in the competitive class, the commission shall, in accordance with the provisions of section XVI, certify the three names standing highest on the appropriate eligible list, not previously certified three times to the department, office or institution in which the vacancy exists, giving such preference in such certification to veterans of the late civil war, as is provided for in Rule X.
- 2. In case objection is made by the appointing officer to any of the persons certified for reasons stated in section XI of the law, the commission may investigate the charges and if the objection is sustained substitute other names from the eligible list. In case objection is not sustained, the appointing officer shall select one of the candidates on probation in accordance with the provisions of section XVI of the law.
- 3. In certifying from the eligible list for deputy game warden, oil inspectors and deputy treasury agents, where the service is confined to a locality, the secretary of the commission shall upon the request of the appointing officer, give preference in certification in their order of eligibility to the person or persons residing in the district in which the service is required.
- a. All original appointments to the competitive and noncompetitive classes, and the labor class of the classified service shall be for a probationary period of one, two or three months in the discretion of the appointing officer, but dismissal for cause may be made during such period. (From section 9.)
- 4. In accordance with section 9 of the law the appointing officer shall, when giving notice of appointment, state the length of the probationary period established by him for such appointment.
- b. If at the close of this probationary term the conduct or capacity of the probationer has not been satisfactory to the appointing officer, the probationer shall be notified in writing that he will not receive absolute appointment; otherwise his retention in the service shall be equivalent to his final and absolute appointment. (From section 9.)

- c. In every case after a name has been certified three times, it may be dropped from the list by the commission, but certificates for temporary appointment shall not be counted as one of such certifications. (From section 16.)
- 5. When an eligible certified for appointment shall fail to answer any inquiry of the commission relative to his availability for certification or to accept an offer of appointment by mail within six business days next succeeding the mailing of notice of appointment, or shall fail to accept an appointment within the same or next succeeding business day when notification is sent by telegram, he shall be deemed to have declined the appointment, and if, after having accepted an appointment by mail or telegraph, he fails to present himself for duty within ten days from the date the notice is mailed, he shall, unless the time is extended by the appointing officer, be deemed to have declined the appointment.
 - 6. In case an eligible certified for appointment on probation shall decline appointment, his name shall be striken from the list and shall only be restored to said list in the discretion of the commission upon his written request stating his reasons for such declination. If the declination is on account of the locality of the position offered, or on account of salary, the eligible shall not be again certified for the same locality or for the same or less salary.
 - 7. Whenever the sex of those whose names are to be certified is fixed by any law, rule or regulation, or is specified in the request for certification, the names of those of the sex so fixed or specified shall be certified.
- 8. Any person whose name appears on an appropriate eligible list, who has received an appointment on probation and who, during the probationary period, has been separated from the service without evidence of delinquency, misconduct or inefficiency on his part, but owing to reasons of economy or otherwise, may, in the discretion of the commission, be reinstated on the eligible list.

RULE XII.

Temporary and Exceptional Appointments.

a. Positions in the competitive class may be filled without competition only as follows:

Whenever there are urgent reasons for filling a vacancy in any position in the competitive class and the commission is unable to certify to the appointing officer upon requisition by the latter a list of persons eligible for appointment after a competitive examination, the appointing officer may nominate a person to the commission for noncompetitive examination, and if such nominee shall be certified by the said commission as qualified after such noncompetitive examination, he may be appointed provisionally to fill such vacancy until a selection and appointment can be made after competitive examination, but such pro-

visional appointment shall not continue for a longer period than two months, nor shall successive temporary appointments be made to the same position under this provision. (From section 17.)

b. In case of an emergency an appointment may be made without regard to the rules of this statute, but in no case to continue longer than ten days, and in no case shall successive emergency appointments

be made. (From section 17.)

c. In case of vacancy in a position in the competitive class where peculiar and exceptional qualifications of a scientific, professional or educational character are required, and upon satisfactory evidence that for specified reasons competition in such special case is impracticable. and that the position can best be filled by the selection of some designated person of high and recognized attainments in such qualities, the commission may suspend the provisions of the statute requiring competition in such case, but no suspension shall be general in its application to such place, and all such cases of suspension shall be reported in the annual report of the commission with the reasons for the same. (From section 17.)

d. Where the services to be rendered by an appointee are for a temporary period not to exceed one month, and the need of such service is important and urgent, the appointing officer may select for such temporary service any person on the proper list of those eligible for the permanent appointment without regard to his standing on such list. Successive temporary appointments to the same position shall not be

made under this provision. (From section 17.)

The acceptance or refusal of an eligible of a temporary appointment shall not affect his standing on the register for permanent employment, nor shall the period of temporary service be counted as a part of the probationary service in case of subsequent appointment to a permanent position. (From section 17.)

RULE XIII.

Reinstatements.

a. Any person who has held a position by appointment under the civil service rules and who has separated from the service without any delinquency or misconduct on his part but owing to reasons of economy or otherwise, may be reinstated within one year from the date of such separation to the same or similar position in the same department, provided, that for the original entrance to the position proposed to be filled by such reinstatement there is not required in the opinion of the civil service commission examinations involving tests or qualifications different from or higher than those involved in the examination for the original entrance to the position formerly held by the person proposed to be reinstated. (From section 19.)

RULE XIV.

Transfers.

1. Upon request of the head of the department affected, a person who has received an appointment in accordance with the civil service law and rules, to a position in the competitive class and who has served the required probationary term, may be transferred to a position similar in character in the same group and subdivision upon certification by the commission, provided that no transfer involving a promotion,

except for temporary service not to exceed six months, shall be authorized by the commission of any person who has not acquired eligibility for certification through an open competitive or general promotional competitive examination.

RULE XV.

Promotions.

1. A change in rank or grade shall constitute promotion. A material change in duties and in responsibilities shall be deemed a change in rank, and an increase in salary, beyond the limits fixed for the grade by clause 7 of this rule, shall be deemed a change in grade. But whenever a change in grade occurs without a change in position or in duties, persons so affected may be promoted without further examination, when, in the opinion of the commission, their merit and fitness has been determined by previous examinations and by the records of efficiency of the office or department in which they are employed.

(Adopted July 17. 1907. Approved August 10, 1907.)

- 2. Whenever there is a vacancy in a position in a department above the lowest rank or grade, the commission shall ascertain whether there are at least three persons who have served six months or more in a lower rank or grade, eligible and willing to compete to fill the vacancy; and in case it is found that there are at least three such persons, the vacancy shall be filled from the eligible list resulting from a competitive examination for promotion; in which examination the elements to be considered shall be, 1, the competitive mental examination, and 2, the records of efficiency, character, conduct and seniority.
- 3. Whenever there are less than three persons in the next lower rank or grade, eligible and willing to compete, the commission shall hold an original competitive examination to fill the vacancy or may permit the appointing officer to nominate one of such eligible persons, who may be promoted upon passing the required noncompetitive examination, or may permit a transfer when in accordance with the provisions of Rule XIV. No person shall be deemed eligible for promotion who has served less than six months in a lower rank or grade.
- 4. If the vacancy is in a position in the higher ranks or grades, the commission may, if it deems that on account of the executive ability required to fill the position, promotion by competitive examination is impracticable, and not for the best interests of the service, hold an original competitive examination without regard to the number of persons in the next lower rank or grade.
- 5. The commission shall in each case determine what persons are eligible to compete for promotion from a consideration of the duties

to be filled and the duties which the persons seeking the promotion perform.

- 6. To provide a basis of rating for previous service there shall be kept in each department or office continuous and permanent records of the efficiency, character and conduct of all persons employed in the classified service. Such records shall be known as efficiency records and the entries made therein shall have reference to (a) quality of work performed by each officer or employe, (b) the quantity of work performed by him, (c) his general conduct, (d) his punctuality and attendance, (e) his executive ability and capacity for initiative where his work is of a character that will permit of definite estimation. The entries upon an efficiency record shall be made by or under the direction of such superior officers as may be designated by the appointing officer and subject to confirmation by the civil service commission. Such entries shall be based upon detailed reports submitted by the administrative officer most closely in touch with the work of the officer or employe to be rated, and shall be made at stated periods and at least quarterly. Where the entries are made quarterly they shall be made on or about the first day of January, April, July and October of each year and shall be a record for the quarter immediately preceding. A transcript or summary of such record shall be furnished to the commission semiannually in a form to be prescribed by the commission, which shall contain the certification of the appointing officer that the entries on such record were made in accordance with the provisions of this rule, and, whenever the commission so requires, like certificate of the full record of each candidate shall be furnished by the appointing officer in advance of a particular examination. Whenever, in the judgment of the chief examiner, more exact information is required for the purpose of such rating than that given in any summary, the original record may be consulted in such case. Such records shall be open either to the chief examiner or to any examiner designated by him. In case the records of efficiency, character and conduct have not been regularly and properly kept and filed, the commission shall refuse to hold promotional examinations until proper records are received, or shall disregard records as an element in the examination.
- 7. Competitive promotional examinations shall be ordered as often as may be necessary to meet or anticipate the needs of the higher grades and, so far as practicable, shall be held periodically and may, in the discretion of the commission, be open to all persons in the competitive class who have served six months or more in a lower rank or grade, who satisfy the preliminary requirements for original entrance to the positions to be filled by promotion, and may further, in the discretion of the commission, be open to all persons in the non-competitive and labor classes of the service who have been in the serv-

, .

requirements for original entrance to the positions to be filled by promotion. But when a suitable eligible list resulting from a general promotional examination has been prepared, all persons in the service who have failed to take the examination, or who have failed in the examination, shall be rendened ineligible for promotion during the ensuing year, or until it has become necessary to prepare a new promotional eligible list. Whenever a vacancy occurs in a position for which a general promotional examination has been held, the names of persons in the department in which the vacancy exists shall be certified in the order of their rank on the resulting eligible list.

- 8. The grades for all departments shall be the following:
 - Grade 1. All positions, the compensation of which is at the rate of not more than four hundred dollars per annum
 - Grade 2. All positions, the compensation of which is at the rate of more than four hundred dollars and not more than seven hundred dollars per annum.
 - Grade 3. All positions, the compensation of which is at the rate of more than seven hundred dollars and not more than one thousand dollars per annum.
 - Grade 4. All positions, the compensation of which is at the rate of more than one thousand dollars and not more than fifteen hundred dollars per annum.
 - Grade 5. All positions, the compensation of which is at the rate of more than fifteen hundred dollars and not more than two thousand dollars per annum.
 - Grade 6. All positions, the compensation of which is at the rate of more than two thousand dollars and not more than twenty-five hundred dollars per annum.
 - Grade 7. All positions, the compensation of which is at the rate of more than twenty-five hundred dollars per annum.
- 9. For the purposes of this section, full maintenance in state institutions shall be valued at \$150.00 per annum.

RULE XVI.

Reductions.

1. Whenever an employe is reduced in pay or position the appointing officer shall file with the commission a statement in writing of the causes for such reduction.

RULE XVII.

Labor Class.

Registration Officers.

- a. The labor class shall include ordinary unskilled laborers. (From section 21.)
- b. There may be separate lists of applicants for different kinds of labor or employments and the commission may establish separate labor—lists for various localities, institutions and departments. (From sec—tion 21.)
- 1. The commission may appoint in any county or district in whichs is located a state charitable or penal institution or state educational institution, a local registration officer for registrations in the labor class, and in case such registration officer is not in the employ of the state, may fix his compensation.
- 2. The local registration officer shall, subject to the regulations of the commission, keep a register of all accepted applicants in the labor class and shall keep the commission informed of all names recommended to appointing officers, all changes in the local register, including all appointments from the register, all additions to the register, and all delinquencies of applicants, and shall be guided by such instructions as the commission may from time to time furnish him.

Examinations.

- c. The commission shall require an applicant for registration for the labor service before he can be registered to furnish such evidence or to pass such examination as they may deem proper with respect to his age, residence, physical condition, ability to labor, sobriety, industry, capacity and experience in the employment for which he applies. (From section 21.)
- 3. Veterans of the late civil war shall be required to pass the same examination as may be required for other candidates for positions in the labor class.
- 4. The commission may require a medical examination whenever into judgment such examination is deemed necessary, and may require that the expense of such examination shall be borne by the applicant.

Registration of Eligibles.

- 5. The names of all accepted applicants shall remain on the registered for one year except as follows:
- a. When an application, together with a report of former employer shows an applicant unfit or unworthy to serve the state, the commission shall immediately notify the local registration officer who shall strike the applicant's name from the register.
 - b. Any applicant who fails to keep the local registration officer a

the commission informed of his post-office address or who fails to reply promptly to notices of appointment, or who fails to give satisfactory reasons for refusing to accept service, or who is found to have intentionally made false and misleading statements in an application, shall have his name stricken from the register.

- 6. Whenever an applicant for registration in the labor class shall have been rejected, notice of such rejection shall be mailed to him.
- d. Where the labor service of any institution or department extends to separate localities, the commission may provide separate registration lists for each district or locality. (From section 21.)

×

- 7. Preference in registration shall be given to applicants whose qualifications, determined by their applications and testimonials and such other examinations as may be required, most nearly approach the standards set by the commission as to age, citizenship, physical condition, character and habits, and previous experience and efficiency.
- $^{8.}$ In accordance with the standard established by the commission all applicants for positions in the labor class shall be graded as follows.

Grade 1 shall include all applicants whose qualifications are marked by the commission as "good," which term shall signify a reasonable conformity established by the commission as provided for in section 7 of this rule.

Grade 2 shall include all other accepted applicants.

9. It being the avowed policy of the state that preference in appointment shall be given to applicants whose qualifications best fit them for the service required, preference shall be given to applicants registered in grade 1, and no recommendations for appointment shall be made from grade 2, except where there are less than three eligible applicants registered in grade 1, whose qualifications fit them for the service required.

0. No person who has been discharged for misconduct shall be again ell sible for registration for at least one year after the time that he is charged.

Certification and Appointment.

Vacancies in the labor class shall be filled by appointment from its of applicants registered in their respective localities by the civil vice commission according to rules and regulations determined by d commission except in cases of temporary employment. (From 21.)

11. Whenever an appointing officer shall request the certification om the commission or from the local registration officer of names of rsons for appointment to any position in the labor class, the secrety of the commission or the local registration officer, as the case ay be, shall certify to the appointing officer for appointment the

names of three persons standing highest on the eligible list, if thebe so many registered in the grade or class entitled to preference.

(As amended June 27, 1907.)

- 12. If the appointing officer shall notify the commission of more thone vacancy at any time, the secretary or registration officer shall catify to the appointing officer the names of as many persons as the are vacancies to be filled, with the addition of two names.
- 13. Whenever the sex of those whose names are to be certified fixed by any law, rule or regulation of the commission, or is specified the request for certification, the names of those of the sex so fixed specified shall be certified, but in other cases certification shall be ma; without regard to sex.
- 14. In cases of emergency, appointments to permanent positions the labor class may be made without regard to the list, but no exagency appointment shall continue more than ten days.
- 15. In filling permanent positions in the labor class, appointing c cers may, when a local registration list has been exhausted, or who because of the peculiar nature of the duties of the position to be filled it is found inexpedient or impracticable to make a selection from to local list, make requisition upon the commission for a list of candidates registered for service in the state at large.
- 16. Where the service to be rendered by an appointee in the labeleass is for a temporary period not to exceed one month, and the new of such service is immediate and urgent, the appointing officer me select for such temporary service any person whose name appears the register. But when the local registration list is exhausted, the a pointing officer may make his selection without reference to the rule and regulations of the commission.
- 17. Except in cases of temporary employment, all labor positions the department of the Superintendent of Public Property shall be fill-from a list of persons registered from the state-at-large.

(Adopted Dec. 12, 1908.)

RULE XVIII.

Recommendations.

- a. No recommendation for any person who shall apply for office place, or for examination or registration under the provisions of tlact, or of the rules established pursuant thereto, except as to charact and, in the case of former employers, as to ability, shall be given or considered by any person concerned in making any examinative registration, appointment, promotion, or reinstatement under this a and the rules made pursuant thereto. No recommendation whatsoeshall relate to the political or religious opinions of any applica (From section 25.)
- b. No recommendation for the promotion of any person in the classified service shall be considered by any person concerned in making F

motions except it be made by the officer or officers under whose supervision or control such employe is serving. (From section 25.)

- C. Any recommendations made contrary to the provisions of this section with the knowledge and consent of the applicant or employe shall be sufficient cause for refusing his application or appointment, or for debarring him from the promotion proposed, and a repetition of the offense shall be sufficient cause for removing him from the service. (From section 25.)
- d. All recommendations of applicants for office received by the said commission, or by any appointing officer, shall be kept and preserved by the commission, and all such records, recommendations of former employers excepted, and all written causes of removal and answers thereto filed with it, shall, subject to reasonable regulations, be open to public inspection. (From section 7.)

RULE XIX.

Roster.

1. In accordance with the provisions of section 24 of the law and subject to the regulations of the commission, the secretary or president of the commission shall compare each pay roll, estimate or account for services, with the official roster and shall attach thereto or place thereon a certificate in form prescribed by the commission.

RULE XX.

Regulations.

1. The commission shall prescribe and enforce suitable regulations for carrying into effect the provisions of these rules and those of the Civil service law not inconsistent therewith and shall prescribe blank forms for all applications, certificates, reports, records and returns required under these rules and the regulations made in pursuance thereof.

The foregoing rules, amended by the state civil service commission, are hereby transmitted to the governor for his approval.

OTTO GAFFRON, C. E. BUELL.

T. J. CUNNINGHAM,

State Civil Service Commissioners.

Dated August 6, 1910.

The foregoing rules, as amended by the state civil service commission, are hereby approved.

JAMES O. DAVIDSON,

Governor.

State of Wisconsin,

Executive Chamber.

Dated August 19, 1910.

REGULATIONS.

ADOPTING ORDER.

The state civil service commission under the authority conferred section 7 of the civil service law and rule 20 of the rules prescribed pursuant thereto, approved by the governor, and promulgated on the 14th day of December, 1905, hereby makes the following regulations, reserving the right to modify the same from time to time, and to prescribe such special regulations as may be expedient for the proper forcement of rules aforesaid.

REGULATION I.

The President.

1. The president, subject to the direction of the commission sh. All have such general authority and responsibility in the administration of the law, rules and regulations as shall not be inconsistent with the powers reserved to the commission or vested in some other officer.

REEGULATION II.

Chief Examiner and Secretary.

- 1. The chief examiner and secretary, subject to the direction of the commission, shall be governed as follows:
- 2. He shall keep the minutes of the proceedings of the commission, have charge of all books, records, accounts, papers, the official seal and other property of the commission.
- 3. He shall prepare blank forms for applicants for examination, registration or certification, receive all applications for examination and keep a register of applicants.
- 4. He shall supervise the preparation of questions and make all other necessary preliminary arrangements for examinations, issue authority to local examining boards to hold examinations and assign and direct their work. He shall supervise and pass upon the marking and grading of all examination papers, shall determine all questions of eligibility, notify candidates of the result of their examinations and enter names of successful competitors upon the register of eligibles.

le shall make certification to appointing officers upon their reof the names of those eligible to appointment for employment. le shall keep the official roster and pass upon all pay rolls of perimployed in the classified service in the various departments. le shall conduct the correspondence of the commission and persuch other appropriate duties as may from time to time be asto him by the commission.

REGULATION III.

Applications.

pplicants for positions in the recognized mechanical trades, must and not less than two years' continuous successful experience in actice of their trade, in addition to such time as they may have as apprentices. For head mechanics having supervisory charge k a longer term of experience will be required, and previous exce as a supervisor or foreman may also be required.

he chief examiner shall upon receiving the application of a candior examination take such steps as may be necessary to determine or his preliminary qualifications entitle him to compete in the nation, and, in case they are found satisfactory, he shall mail the late a notification which shall also serve as an admission card examination. But the issuance of such admission card shall not the chief examiner or the commission from rejecting the applicanter.

ny applicant who fails to receive notice from the commission of mination, or who gives satisfactory reasons for failure to attend, be notified to attend the next examination for the same class or provided such examination is held within one year from the date ig the original application.

efective applications will be returned to applicants with a notice end the same but will not be returned a second time. Failure on int of an applicant to make prompt return in such case will be a sufficient cause for rejection.

pplications must in all cases be made on the blanks furnished by mmission and should be received at least six days prior to the set for an examination. Late applicants will be admitted in all where practicable, but the secretary may require them in such go to Madison or some other designated place, or when the work commission would otherwise be impaired or impeded, may enexclude them.

REGULATION IV.

Examiners.

- 1. All persons having charge of the preparation of questio marking of examination papers, shall use due diligence in pusecrecy, both as to the nature of the forthcoming examination to details of examination papers. Applicants should be seated
- 2. The marking of each question or subject shall be made o of 100, which shall represent entire accuracy. Handwriting judged by its legibility, uniform and correct formation of let ease of execution. Upon a comparison of the handwriting of best and the worst should be first determined, and the two of the scale thus fixed; the others should be marked relatively. In writing from dictation or copying from manuscript, the repetition or substitution of words, the erasures, blots and of dence of carelessness, will reduce the marking below 100. . or summaries of documents and letter-writing, will be mark handwriting, by determining the best and worst examples; an aminers, having marked these, will then mark the others prately.
- 3. In each of the other subjects, the entire paper shall be m a scale of 100 per cent, which shall represent the maximum po tainment; and each question of a paper shall be rated on the that part of 100 per cent as perfect credit, which the chief shall determine.
- 4. Supervising examiners in charge of examinations shall due precautions, and use such measures as may be needful to fraud and collusion.
- 5. All examination questions, together with the instructions ing the competitive examinations, will be forwarded to the locs of examiners at least five days prior to the date of holding t ination. The package containing examination questions and tions shall not be opened except in the presence of competito hour set for the examination.

REGULATION V.

Competitive Examinations.

- 1. Applicants must present themselves punctually at the tiplaces specified in their official notices to attend, and they wimitted to examination upon the production of such notices.
- 2. In order to identify competitors, each candidate shall be at the opening of an examination to fill out an identification s nished him by the local examiner. He shall sign his name on

in any other place than upon the identification sheet. The number at the top of the identification sheet is the competitor's examination number. He will enter this number at the upper right-hand corner of each sheet on which he writes. Immediately upon filling out the identification sheet the competitor shall enclose it in a sealed envelope which shall be opened in the office of the commission, only after all examination papers have been marked and graded.

- 3. No instructions or explanations in reference to examination questions shall be given to applicants separately, but all shall be publicly amounced to all persons in the examination room and shall, so far as possible, be confined to such as are furnished in printed or written form by the commission.
- 4. Candidates shall not leave the room with a paper unfinished except in cases of extreme necessity and only with permission of the super-lising examiner and such permission shall in each case be reported by the to the chief examiner.
- 5. All communication or conversation shall be strictly prohibited and the slightest violation of this rule shall be reported by name to the chief examiner. Candidates may bring pens, pencils and ink but shall be permitted to carry with them upon entering or leaving the exmination room, blotters, blank paper, scratch paper, any note books, books or pamphlets. Each applicant shall be required to complete his examination within the allotted time.
 - 6. The local examining board shall report by applicant's name any lolation on his part of the rules, regulations, and instructions governing examinations.
 - 7. At the close of an examination the supervising examiner shall collect all question papers, examination papers, scratch papers and blotters issued to the candidates and shall return all question papers and examination papers to the chief examiner.
 - 8. The percentage attained in each subject for examination shall be multiplied by the weight prescribed for each by the commission; and the quotient, found by the division of the aggregate of value so arrived at, of each applicant, by the aggregate of weights, shall constitute the percentage of condition of such applicant, except as otherwise provided in Rule IX, par. 1.

REGULATION VI.

Eligibles.

1. No person shall have his name entered upon the eligible list who fails to attain an average percentage of 70 or over on all required subjects, and who fails to attain the minimum percentage established for any required subject as provided in Rule IX, par. 1.

- 2. Lists of eligibles may be made public, but the names of applicar failing to obtain standing on eligible lists will not be made public n will their examinaton papers be exhibited, nor will any information given about them. (See Regulation VII, par. 6.)
- 3. Every application paper and accompanying certificates will rem: on file in the office of the commission, and under no circumstances conditions will the originals be returned to the applicant.

REGULATION VII.

Information.

- 1. Copies of questions used in examination will not be furnished ϵ cept where they are published by the commission for general information.
- 2. Abstracts of the law, rules and regulations and other pertine: matter will be published by the commission from time to time, for tl information of appointing officers, applicants, candidates and othe concerned.
- 3. The commission cannot undertake to answer inquiries relating cases which are officially before it for decision, nor can it decide, ϵ cept in cases of actual candidates, questions respecting the application of the rules and regulations.
- '4. Particular answers cannot be given to inquiries which are a swered expressly or by implication in published regulations or othe similar documents.
- 5. The commission cannot give any information upon the followipoints: (a) regarding positions in the unclassified service or in t
 exempt class of the classified service; (b) regarding vacancies in a
 position existing or prospective; (c) regarding the duties of positio
 except as indicated by their classification; (d) regarding the person
 interests of any intending or actual applicant, candidate or eligible
- 6. The examination papers of a competitor will be exhibited only the competitor or his duly authorized representative, or to the pointing officer to whom his name is certified.
- 7. The qualifications of applicants and subjects of examination, prepared from time to time, will be published, but in regard to cert positions in which vacancies are rare the nature and extent of the aminations may not be determined until vacancies occur.
 - 8. Applicants shall be notified of the results of their examination

REGULATION VIII.

Pay Rolls.

1. Pay rolls of the classified service shall be made in *triplicate*, whe ever requested, and a copy shall be filed permanently with the reco of the Commission.

REGULATION IX.

Labor Class.

1. Application blanks and instructions for registering applicants will be furnished the local registration officer by the Commission, and the applicants shall be registered by him in the order in which applications are received.

REGULATION X.

Meetings.

1. Regular meetings of the commission shall be held at the capitol on the third Thursday of each month at two o'clock P. M., but other meetings at which any official business may be transacted may be called by the president.

C. E. BUELL,
OTTO GAFFRON,
T. J. CUNNINGHAM,
Civil Service Commissioners.

Attest:

F. E. DOTY, Secretary and Chief Examiner.

Madison, Wis., Dec. 1, 1910.

STATISTICS OF CHANGES IN THE CLASSIFIED SERVICE IN ALL OFFICES. PARTMENTS AND INSTITUTIONS, INCLUDING APPOINTMENTS, PROMOTION TRANSFERS, RESIGNATIONS, REINSTATEMENTS AND DISMISSALS.

				Сом	PET	ITIV	к.			N	ONC	DMPI	TITIVE
		Е	nter	ed S	ervi	ce.		Les			nter		Left
Office, Department or Institution.	From Eligible	E. L. T. Ap.*	Sec. 13, N. E. L. Ap.	N. E. L. T. Ap.	Reinst't.	Transfer.	Promotion.		By Transfer.	Permanent.	Temporary.	Reinst't,	By Trustee
Board of Control	4	1	1	9		****	1	2					
Green Bay Reformatory. Home for Feeble Minded Industrial School for Boys. Industrial School for Girls. Northern Hospital for Insane. Rebool for the Blind	11 3 6	***	40.0	6 9 49 10	3	9	1	13 11 1 2 1 4	5	100	102	21 15	91
School for the Deaf	25	i 2	::::	35 24 20 2	9	-	3	15 6 12	i	409 2 567		38	478
ormal Schools. Board of Regents	5	****		22 9 1 1 1	i			1 3 2 1					
Whitewater	19	rece.		36	3		1						
tate Departments. Board of Agriculture Attorney General Capitol Commission. Civil Service Commission. Dairy and Food Commission. Fire Marshal Fish Commission. Forestry Free Library Commission. Game Warden Grain and Warehouse Com-	2 7 2 7 2 18 7 57	1 2 41 1 28		1	i			1 2 3 3 3 3	2				3
mission Board of Health Highway Commission Board of Immigration Industrial Commission Insurance Commissioner Labor and Statistics Land Office Oil Inspection Board of Public Affairs Printing Board	17 4 13	30 7 3 1		14	14	3		3 2 19	1 12	2 2 1	i i		**************************************

				Сом	PET	TIV	E.			No	NCO:	MPE	ritiv e		
		E	nter	ed S	rvio	e,		Let Serv	It lce.	Ei	ntero rvic	ed e.	Left Service.		
entment or tution.	From Eligible List	E. L. T. A. P.*	Ap.	N. E. L. T. Ap.	Reinst't.	Transfer.	Promotion.		By Transfer.	Permanent.	Temporary.	Reinst't.		By Transfer.	
mission. Tax Commission state. al Library Com-	37 4 8	5 1 14		36 2 2	3		1 2 6	18 4 3	₂	24 24	···;	 i	14		
Public Instruc-	1 			5	1		1 	3: 3:				•••		•••	
ion sion Bureau ut	70	12 13		19	10	i		23	3	2 34	112 1	13	3		
arian	21 1	17 		35 1 1 1 3			• • • •							••••	
••••		226		414	51	13	26	185	28	68	118	14	18	 -	
••••••	3 69 52 124		····· ····		····	<u>1</u>	···· 2 	3 5	····						
nd Natural His	127	!	••••	26		2		. ີ 3			-	-		===	
reeders' Ass'n 1 periment Ass'n Memorial Park		· · · · · · · · · · · · · · · · · · ·	• • • • • • • • • • • • • • • • • • • •	11 4 10							• • • • •				
Perry's Victory	••••	·	. . 	2 1	· · · · ·		 		•••• ••••			 		 	
•••••	3	1-	! !	54		2	V .	3	ĺ		•••				
•••••	156 739	10 245		202 . 475	15 78	10 34	$-\frac{3}{4?}$	133° 461	37	653	396	52	503	····	

					L	A BO	R.					Ex	EMP	т.
			Ent	ered	Ser	vice.		Les				erec		94
Office. Department or Institution.	Eligible List.	N. E. L. T. Ap.	E. L. T. Ap.	N. E. L. T. AD. by Sec. 13	Reinst't.	Transfer.	Promotion.		Transfer	Eligible List.	Permanent	Temporary.	Reinst't.	
Board of Control Charitable and Penal In-												1	1	
stitutions. Green Bay Reformatory.														
Home for the Feeble	24	7			4			19		,			1	
Industrial School for Boys	17	26	N.V			1		3	1		2			1
Industrial School for	1	2	1					1						
Northern Hospital for the	9	47				1		21	****		****			
Insane	5	25			2		1	5	2				***	
State Hospital for the	3		3		4441	2	1		***	.423	**	2		•••
Insane State Public School for	4			96	••••	3	1	95	-	2.56.5	****	· ·	****	
State Public School for Dependent Children Tuberculosis Sanitarium	2	118	,.,.		5 2		2	5	1	2				
Wisconsin State Prison Workshop for the Blind.		5		****	****		****		****		****		****	
Total	50	390	1	96	13	9	- 5	151	4	3	- 2	3	-	_
Normal Schools.	=			=	-	=	3-5			-	=	=-	=	=
Board of Regents		i	****			****		a			· · · i			٠
Milwaukee Normal Oshkosh Normal Platteville Normal	6 3	10	1	****	:			3		***	1			
Platteville Normal	1	9	1					2		****				
River Falls Stevens Point		7		****	124	2	****	i	200		200	21		
Superior	6 3	17	1				1	5		****		3		***
Total	23	51	3		1		1	-			3	37	in	
tate Departments.			-	-							-			
Board of Agriculture Attorney General Capitol Commission		****	****	****	****				****	****	1	1	***	
Civil Service Commission		::::			113				::::	2	2			
Dairy & Food Commission							· ·				1			
Fire Marshal				194						1	•			
Forestry	****	266		,,,,			***				66			
Free Library Commission	2	1	1		1	12		5						
Grain and Warehouse	****	****	***	2424		****	****		****	****	1	****	****	
Commission											1			
Board of Immigration	44.	1474		****		1717					1			
Highway Commission Industrial Commission						****				****	9	;		
Insurance Commissioner Labor and Statistics	****		• • • • •			****		2		****	2	4		• • •
Land Office											1	***		
Oil Inspection Board of Public Affairs			5155	****		****	****							

Office. Department or Institution. State Departments—Continued. Printing Board. Superintendent of Public Property. Railroad Commission. Railroad and Tax Commission. Secretary of State. Superintendent of Public Institution. Railroad and State Historical Library Commission. Revisor of Statutes. Supreme Court. Tax Commission. Revisor of Statutes. Supreme Court. Tax Commission. Teachers' Pens'n Bureau State Treasurer. Irreasurer. Irreasurer. Irreasurer. Raile Veterinarian Adulant General. State Board of Arbitration Board. Stock and Sanitary Roard. Total. Legislat ure: Commission.	Eligible List.	N. E. L. T. Ap.	Ap.	L. Ap. by 2.		e.		Lei Servi		:		ered ice.		Lei Servi	
State Departments—Continued. Printing Board. Superintendent of Public Property. Ballroad Commission Railroad and Tax Commission. Secretary of State. State Historical Library		F. L. T.	L. T.	13. Ap.					ì	1		1		1	
Printing Board. Superintendent of Public Property. Ballroad Commission. Bailroad and Tax Commission. Secretary of State. State Historical Library			15.	N. A. A. A.	Reinst't.	Transfer.	Promotion.	,	Transfer.	Eligible List.	Permanent	Temporary.	Reinst't.		Transfer.
Printing Board Superintendent of Public Property Railroad Commission Railroad and Tax Commission Secretary of State State Historical Library									_						
Railroad Commission Railroad and Tax Com- mission Secretary of State State Historical Library										1		. !			
Railroad Commission Railroad and Tax Com- mission Secretary of State State Historical Library		1								i	••••		••••		
Secretary of State	17	32 1						12	• • • •					1	
and historical Library	2	•••	• • • •												
Sate Sup't of Public Instruction. Revisor of Statutes. Supreme Court. Tax Commission. Teachers' Pens'n Bureau State Treasurer Treasury Agent State Veterinarian	!									! 1			٠ا	1	• • • •
struction. kerisor of Statutes. Supreme Court. Tax Commission. Teachers' Penis'in Bureau State Treasurer Treasury Agent State Veterinariau	••••	••••	••••	••••	•••	• • • •			••••	j)	••••		••••	•••••	• • •
Sureme Court. Tax Commission. Teachers' Pens'n Bureau State Treasurer Treasury Agent State Veterinarian										` .			!		
Tax Commission Teachers' Pens'n Bureau State Treasurer Treasury Agent State Veterinarian	٠٠,٠٠	• • • •	• • • •	• • • •		••••	• • • •		••••		3	1 2	1	3	
State Treasurer Treasury Agent State Veterinarian		• • • • •		••••	• • • •	• • • • .	• • • • •		••••	1		21	• • •		
Treasury Agent								1			5	, °	••••	3	• • •
State Veterinarian										3	2		····i	3	
La retermarian								1							l
State Board of Arbitra-		••••		•••		••••	••••		••••	ļ)		 		1	
Slate D					. 	l		i i	ا ا	11				. 1	
Live Stock and Sanitary	••••	• • • •			• • •	٠									
noard			<u> </u>	-						ļ					
Total	7	UL				: _		11:1		9	_ 34	16	2	24	-
Legislat ure:		-				.			I				- 1		
A	!						1		1		, 1		- 1		
Committees. Assembly Senate			. 	l						1					
		••••	• • • •			••••				· · · · · · · · · · · · · · · · · · ·	,	!			
10(8)				1				·					 ,		
Genters:				=-		•••	-2: -2	==-				···· '		==	
tock Broodom' A					Į.	i i		1		١	27	15		16	:
sociation) ::::						1	2	1:		3	
Assorbsin Experiment		••••	•••	! !		Ι,	i	·····					••••		
AND MARKET TO THE REAL PROPERTY AND ADDRESS OF THE PARTY AND ADDRESS OF	•••		••••					ا ا ا			•••			•••••	••••
Sconsin Perry's Vic-			••••						•••			••••	••••		
Total						····				<u>, </u>					
9 Pag.	•••	:	· · · ·	····				1	:	1	29	16		19	1
"SILD.	149	25!								- 1				='	
Grand Total		-0.		• • • •	18	4	21	90			512	-		407	

F. I Ap.—Eligible List Temporary Appointment.

Ap.—No eligible List Appointment (Sec. 13).

Ap.—No eligible List Tempo ary Appointment.

Reinstatement.

REQUESTS FOR TRANSFERS.

Remarks.	Authorized. Temiorary. Denied Librardan and Index clerk. Authorized.
Date.	No. 2, 1910 No. 3, 1910 No. 3, 1910 Dec. 8, 1910 Jan. 11, 1911 Jan. 14, 1911 Jan. 16, 1911 Jan. 17, 1911 Jan. 18, 1911 Jan. 18, 1911 Jan. 19, 1911 Jan. 19, 1911 Jan. 19, 1911 Jan. 19, 1911 Jan. 19, 1911 Ang. 19, 1911 Net. 19, 1911 Net. 19, 1911 Net. 19, 1911 Net. 19, 1911 Net. 19, 1911 Net. 19, 1911 Net. 19, 1911 Net. 19, 1911 Net. 19, 1911 Net. 19, 1911 Net. 19, 1911 Net. 19, 1911 Net. 19, 1911
salary.	58 + 83 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
To.	Capitol Con- Ralivoat Con- Lear Ref. Library. Log Ref. Library. Tax Commission
Salary.	\$6588
From.	I'miversity Industrial Com Fax Commission Fax Commission Fax Commission Fax Commission Kaliroad Com Kaliroad Com Fax Commission Fax Commission Game warden Finiversity Fax Library Com Finiversity Fax Library Com Finiversity Fax Library Com Fax Commission Fax Com
Title of position.	Elevator Operator. Stat. Clerk Stenographer Stenographer Stenographer Stenographer Clerk Clerk Stenographer S
Name.	John Danielson Wm. C. Ryer. Bertha Matson Anna Daly. Bertha Moritz Jennie Nelson Golen Vitense Lydin Vitense Lydin Vitense Lydin Vitense Lydin Vitense Lydin Vitense Lydin Vitense Lydin Vitense Lydin Vitense Roy I. Hatch Roy I. Hatch Cornel Evision Manelle Tost. Frank McCornick Frank McCornick Bernik McCornick R. S. Harri-ton R. S. Harri-ton R. S. Harri-ton R. S. Harri-ton M. Wont Horace Secrit-t Horace Secrit-t M. W. Borth Horace Secrit-t Grein Dickey

TRES OF THE CIVIL SERVICE COMMISSION

the appropriation of \$4,000 for local examiners the biennial period ending July, 1912.

i	Per diem and expenses.	Name.	Per diem and expenses.
	\$18.00	Favell, P. T	\$3.00
	3,00	Fawcett E	6.00
	1.00	Fernandez,), W	45.50
	45.00	Finch H. J	15.00
• • • • • • •	6,00 3,00	Fowler, F. H Frederick, E	12.00 1.00
	9.00	Froseth, Inga O	37.50
	12.00	(iauz J. A	24.00
	$\frac{29.00}{3.00}$	Gillett, A. D. S	36.00 3.00
	15.00	Glen, E. G	3.00
	11.50	Graves, F. II	6.00
	9.00	Graves, Geneva	24.00
	18.25	Greig, Carrie	45.00 12.00
	$\frac{21.00}{18.00}$	Griggs, R. B	6.00
	15.00	Grindell, D. D	3.00
	3.00	Groetzinger, Agnes	1.00
	9.00	Hall, C. H	24.00 12.00
	$\frac{23.25}{3.00}$	Harrison, Edna	13.00
	15.00	Harvey, L. C	18.00
,	3.00	Hanft, F. W	6.00
	9.00	Haverson, Geo. B	3.00
	22.00 3.00	Hazelwood, J. A	27.00 15.00
	15.00	Honnessey R J	12.00
1	13.00	Hennessey, R. J	6.00
	6.00	Hoffman, Chas.	3.00
	6,00 6,00	Hofman, Chas, l ogan, T. W. Hooper, J. T. Houston, W. C. Hurlbut, Mrs,	39.00 18.00
	13,00	Houston, W. C.	3.00
	41.50	Hurlbut, Mrs	81.25
	$\frac{3.00}{24.00}$	UNITIONE, 1, 12,	18.00
	9.00	Hulbut, Mrs. L. W	34.37 16.00
	30.00	Ingli, A. J Jackson, M. H	21.00
W	22.00	Jackson, M. H	12.00
а В!	14.40 3.00		15.00
	3.00	Johnson, P. H. Johnson, W. A. Johnston, C. R. Johner, R. L.	19.00 12.00
	6.00	Johnston, C. R.	15.00
	24.00	Joiner, R. L	24.00
	24.00	Jones, J. E	9.00
	$\begin{bmatrix} 27.00 \\ 3.00 \end{bmatrix}$	Kane, Nellie	43.50 24.00
	26,00	Kellogg, Louise P	4.50
I +	30,00	Kepka. Martha	1.00
	21.00	Keyser, C. W Kingsford, A. C	6.00
	25,00 3,00	Kingsford, A. C	15.00 3.00
	23.00	Klatz, Ralph O	8.40
1	16,00	Kregel, W. J	3.00
	23.00	Landgraf. G. H	21.00
	$\frac{24.00}{55.00}$	Laidlaw, A. J Leverenz, H. F	6.00 30.7 5
	3.00	Lewis, J. P	1.00
	18.00	Light, Wm. A	12.00
	3.00	Light, Wm. A	27.00
• • • • • • • •	9,00 18,00	Lonsdorf, J. A Luebke, J. C	9.00
	9.00	Luke, Wilhelmina	6.00 3.00

Name.	Per diem and expenses.		Per exp
und, Sam	\$18.00	Scott, Lilly	
aind, Sam fcClelland, E. C. fcClernan, Marie fcConnell, Daniel	3.00	Shedler Fred	
IcClernan, Marie	8.00	Sherron, J. L	
Ictornell, Daniel	15.00 9.00	Sherron, J. L. Shields, J. H. Sell, Martha E.	
IcGovern, Mary	12.00	Slack Pay	
icNulty, B K	9.00	Slater J C	
IcNown, C. W	23.00	Smalley, S. E	
icNown, C. W	10.00	Smith, Jessie N	
farsh (' ()	24.00 31.00	Smith, R. B	
Iartin, J	6.00	Spance Harry	
fartindill, J. W	28.50	Spindler F N	
lartin, J	26,00	Spindler, Winifred H	
lase, W. Clehl, Anton	3.00	Spohn, G. E	
lilne. Wm	30.00 24 .00	Stangel, C. G	
iline, Wmlonty, C. Wloore, Ethel E	9,00	Sell, Martha E. Slack, Ray Slater, J. C. Smalley, S. E. Smith, Jessie N. Smith, R. B. Soukup, R. Spence, Harry Spindler, F. N. Spindler, Winifred H. Spohn, G. E. Stangel, C. G. Staley, F. H. Stinchfield, C. A. Stromme, Esther Struble, F. R. Swartz, G. W. Taugher, F. J. Taylor, Lillian Teter, Geo.	
loore, Ethel E	3.00	Stinchfield, C. A.	
lorris, John	12.00	Stromme, Esther	
lorrissey, G. M	15.00	Struble, F. R	
lurphy Julia E	15.00 3.00	Swartz, G. W	
Iurray, E. W	6,00	Taugher, F. J	
ash, F. R	21.00	Teter. Geo	
ce. T. H	15,00	Thomson, A. A	
orden II.	6.00	Thomson, A. A. Thomson, Fred Thompson, O. S. Thurston, Nettie E.	
Olson Louis E	12.00 3.00	Thompson, O. S	
Nell. A. B.	51.50	Tobey, S. B.	
lonry, C. W. loore, Ethel E. lorris, John lorrissey, G. M. loyle, T. R. lurphy, Julia E. lurphy, Julia E. lurphy, Julia E. lurphy, E. W. lash, F. R. lee, T. H. lichaus, H. J. loorden, H. A. llson, Louis F. loorden, H. A. llson, Louis F. loore, W. C. losterfund, Ernest ltto, C. W. lalmer, T. S. lainter, T. S. lainter, T. S. lainter, T. C. latterson, T. H. laulus, T. E. lerry, C. M. lerce, H. linkerton, W. T. loggemiller, Mabel loolscher, A. L. lerent, E. H. lerter H. lerett F. H. lorent Seertha H. lerett F. H.	15.00	Toepel, Oscar	
sterfund, Ernest	4.00	Toepel, Oscar Torbett, A. W. Tormey, Ella Tormey, Julia	
Palmar T S	3.00	Tormey, Ella	
ainter, Ira C	60.00 3.00	Trainor, John Treat, Chas, W. Trunkenbroed, W. F. Ubbelohde, T. H. Vedder, C. S. Viebahn, C. F. Voss, J. G. Warden, A. M. Warling, Frank Warning, Wande, C.	
atterson, T. H	3.00	Treat Chas W	
aulus, T. E	21.00 27.00 19.00	Trunkenbroed, W. F	
erry, C. M	27.00	Ubbelohde, T. H	
inkerton W T	19.00	Vedder, C. S	
oggemiller. Mabel	$12.00 \\ 1.00$	Vicoann, C. F	
olscher, A. L	9.00	Warden A M	
reuss, Bertha H	6.00	Waring, Frank	
ratt, F. H	9.00	Warning, Winnie C	
sav S R	$\frac{12.00}{24.00}$	Warning, Winnie C Welch, T. M Wells, A. S Wescott, D. E	
leed, W. V	17.00	Wescott D E	
elss, Wallace	3,00	Whealdon, A. D	
orsener A. Freuss, Bertha H. Fratt, F. H. Sathsack, W. Jr. Say, S. B. Seed, W. V. Stelss, Wallace dice, O. E. Sichardson, M. P. Schardson, M. Schardson, M. P. Schardson, M. Schardson, M. Schardson, M. Schardson, M. Schardson, M. Schardson, M. Schardson, M. Schardson, M. Schards	6.00	Wheelock, J. H	
cice, Z. S	31.00	Wickham, John	
ix W P	21.00 12.00	Wilder I W	
obbins, B. H	3.00	Williams, D. O.	
oecker, W. F	3.00	Wilkinson, J. T	
audquist. C. A	3.00	Wilson, J. F	
alisbury, Mise J D	1.00 12.00	Winkley Ide	
anderson, Thos	16.00	Winter E	
achs, Illidegard alisbury, Miss J. D. anderson, Thos eeman, A. J. edden, Jos. P. chmit, Margaret E.	3.00	Wescott, D. E. Whealdon, A. D. Wheelock, J. H. Wickham, John Wilhor, A. J. Wilgus, J. W. Williams, D. O. Wilkinson, J. T. Wilson, J. F. Wilson, J. F. Wilson, Olivo Winkler, Ida Winter, F.	
elden, Jos. P	3.00	Works, Geo. A	
chronder Engle	15,00	Wynne, James	
chultz. J. J.	3,00 24,00	Witter, Elden Works, Geo. A. Wynne, James Yoder, C. M. Young, W. H.	
chroeder, Emma chultz, J. J. chulz, W. H. cott, E. A.	18.00	avang. W. H	
cott. E. A	3.00	·	\$3

EXPENDITURES OF THE STATE CIVIL SERVICE COMMISSION CHARGE-ABLE TO THE APPROPRIATION OF \$13,000 FOR THE BIENNIAL PERIOD 1910-1912.

		1910-11.	1911-12.
Buencr	President.	\$1,000 00	\$955 O
		1,000 00	1,000 00
(ia from Otto	Commissioner	940 00	980 00
		2,500 00	2,500 00
······································	Austrianiner	1.800 00	1.800 00
		705 00	905 00
		1.206 43	
		39 00	840 0
		664 19	42 9
		210 00	
		194 22	720 00
		442 55	307 8
			9.5
			102 5
Lueltz, Emma B	Stenographer		233 8

TEMPORARY SERVICE.

Panawka Josephina	Clerk	38 8 :	50
nnewise. Josephine	Clerk		
ackenwagen. Lillian	Clerk	1 :	
	! Clerk	8 :	
* hiangit, Elsie	Clerk	1 ()0
Lingerion Gertriide	Clerk	2 :	50 i
Ramport (Hadre	Clark	i i	
CCranner, Flora	Clerk	8	
Cranner, Melissa	Clerk	5 3	
Coramer, Menssa	Clerk		
unsell. Grace A	Stenographer		
ECKAPING II I.	Mienogra, nor		
Withen (+		1 (00
Alek Lenn	Clerk	45 5	50
omith si		1 (
audier. Eisie	Clerk		
Owners Invite	Clerk		
ennett. Jessie	· Clerk		••••
Osson, Amy T	Filing and indexing	1	2:
ugiass, Margaret	.! Stenographer		
Urgess, Sibvile	. Clerk		1
arter, Laura E	. Clerk	[
esey. Mardella	Clerk		
Ownie, Flossie	Clerk		
owille, r lossie	Objects		
ambrecht, Leonora	.; Clerk		••••
udson, Nelle	Clerk		
Unison. Ingiria	. Stenographer		
Ulliann Mary	' ('lorb	1	
Picham iwa	Clork		7
aher, Josephine	Obode		
ter, Josephine	. <u>Clerk</u>		
ckerson, Lona	Clerk		
lebal Louise	Cloud		
lehel, Louise	Clerk		••••
ev. martna	Cierk		
nnelzer. Anna	. C 1ºTK		
rague, G. L	Efficiency Export		37
Pinle, Margaret	Clerk		3
her, Florence	Clerk		

Book (J. F. Field). 3 00	Book (I. F. Field) 3 00	Traveling expenses. Advertising Express Blue Books	192 94	\$1.41 34.6 5	Ů 8
\$12.947 68 \$12.948 1	Hill, Ethel, Stenographer Kueltz, Emma B., Stenographer 50 cu	Rent for chairs and tables. Book (L. F. Fleitd). Subs. Good Government. White, A. O. — Drayage. Wisconsin Civil Fervice Reform League Proceedings. Halbach, J. P.— Fees. Subscription—Civil Service News.	3 00 1 00 1 00 2 00 6 09 1 00		2 (
	Kueltz Emma B., Stenographer		\$12.947 68	₹12. 9 €	S1 3

[&]quot;Special fund, chapter 609, laws 1911.

ROSTER OF EMPLOYES.

JUNE 30, 1912.

ADJUTANT GENERAL'S DEPARTMENT.

Name.	Position.	Com- pensa- tion.
	Unclassified.	Per mo
dns	Quartermaster general	\$83.0
ms	Ass't Quartermaster general	150.0
ıs	Clerk	75.0
	Clerk and stenographer	60.0
	Stenographer	35.0
n	Ordinance sergeant	75.0
ghs	Quartermaster sergeant	60.0
	Quartermaster sergeant	60.0

ATTORNEY GENERAL'S DEPARTMENT.

Name.	Position.	Com- pensa- tion.
t	Unclassified. Attorney General Exempt.	Per mo. \$416.66
icroft	Confidential stenographer Deputy Atty, Gen	75,00 300,00
ons in schmidt	Stenographer Second Ass't Att'y Gen'l Third Ass't Att'y Gen'l Clerk and stenographer First Ass't Att'y Gen'l	75.00 208.33 166.66 100.00 250.00

BOARD OF AGRICULTURE.

Name.	Position.
O. G. Rewey	
James J. Nelson A. H. Dahl Wm. MacLaren Grant U. Fisher C. H. Everett George Wylie P. A. Cannon Geo, McKerrow Charles I. Hill Geo. F. Comings Chas. F. Meyer A. W. Prehn Ira M. J. Chryst	Treasurer ex officio Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board
J. C. MacKenzie	Exempt. Secretary Stenographer and clerk
Alvin Kalbus M. J. Sweeney Geo. M. Fuller	Classified. Stenographer

BOARD OF CONTROL.

Name.	Position.	ŗ
Ralph E. Smith	Unclassified. President Member of board. Member of board. Member of board. Member of board. Exempt.	P \$
M. J. Tappins	Secretary Stenographer Competitive.	
J. E. Baruard L. L. Hadley Mary V. Howard C. M. Johnson H. T. Lerdall	Clerk 2nd Ass't chief clerk Clerk and stenographer 1st Ass't chief clerk Chief clerk	
J. M. Selbel. A. F. Gruenhagen. B. M. Jostad. F. E. Beach. OScar Lee Mrs. Alice J. Kaine.	Parole Officer. Field officer Field officer Parole officer Parole officer Parole officer	

STATE BANKING DEPARTMENT.

Name.	Position.	Com- pensa- tion.
·	Unclassified.	Per mo.
lbert E. Kuolt	Bank commissioner	\$416.60
· II. KICDATOS	Deputy bank commissioner	250.00
· Drown	Examiner	166.66
. K kimergon	Examiner	166.60
homas Herried	Examiner	166.66
· B. Ellis	Examiner	150.00
	Examiner	150.00
Orace E. Stedman	Examiner	150.00
A. Graettinger	Examiner	150.00
M. Wild	Examiner	150.00 150.00
a mah C. Davidson	Chief clerk	100.0
A. Hotst	Clerk	100.00
nnie Nelson	Stenographer	100.00
W. Rhodes	Clerk	125.00

CAPITOL COMMISSION.

Name.	Position.	Com- pensa- tion.
(). II. Ingram. J. A. VanCleve. Goo. II. D. Johnson Magnus Swenson The Governor	Unclassified. Member of board	Expenses Expenses Expenses
Lacw F. Porter. Mrs. Bertha Durlin Herman Kepke Paul J. Pankalia	Exempt. Secretary Stenographer Night watchman Night watchman	75.00

CIVIL SERVICE COMMISSION.

Name.	Position.	Com- pensa- tion.
C. E. Buell Otto Gaffron T. J. Cunningbam	Unclassified. Commissioner, per day Commissioner, per day	10.00
F. E. Doty.	Exempt. Seey, and chief examiner Stenographer	208.33 70.00
II. S. Knight. Theda A. Carter. Markaret Foran Emma Kueltz	Competitive. Ass't examiner Chief clerk Clerk Stenographer and clerk	85.00

DAIRY AND FOOD COMMISSIONER'S DEPARTMENT.

Name.	Position.	Compensation.
	Unclassified.	Per in
J. Q. Emery	Dairy and food com'r	\$208.
	Exempt.	
Loraine M. Walter	Ass't confinissioner Stenographer	133 _ 75 _
	Competitive.	
E. L. Aderhold	Cheese fact., dairy and food inspector	
Ino. E. Boettcher	Dairy and food inspector Dairy and food inspector.	100 -
1	per day Ex-Of. sealer of weights and measures	. 3 -
W. A. Brannon	Ass't chemist	125 -
J. D. Cannon	Cheese fact., dairy and food inspector	100 -
Stewart B. Cook	Dairy and food inspector Cheese fact., dairy and food	
Fred P. Downing	inspector Chief Insp. Wights and Meas. Creamery, dairy and food in-	1335 -
Richard Fischer P. W. Guse	Spector Ass t chemist Creamery, dairy and food in-	5 ()
	spector	10€
Irving R. Howlett	Chemist Cheese fact dairy and food	150
H. C. Larson	inspector	13:3
J. B. Linzmeyer	2nd Ass't commissioner Dairy and food inspector Secretary	10 4)
W. F. Scott	Dairy and food inspector Cheese fact., dairy and food	10€
Ethel Thomas	inspector	104.
Jas. Van Duser	Creamery, dairy and food in- spector	
W. A. Voight	Creamery, dairy and food in- spector	100 -
Coorgo Wannan	Ex officio sealer of weights and measures	•
George Warner	Creamery, dairy and food in- spector, per day Ex officio sealer of weights	3 -
William Winder	and measures	100-
	Ex officio sealer of weights and measures	

EXECUTIVE DEPARTMENT.

Name.	Position.	Com- pensa- tion.
Francis E. McGovern. Thomas H. Morris. Duncan McGregor Harry Wilbur Mary Sims Hazel Torgeson	Lieut. Governor Private Secretary Clerk, per mo. Stenographer, per mo.	1000. 2800. 150. 100.

EXPERIMENTAL ASSOCIATION.

Name.	Position.	Com- pensa- tion.
R. A. Moore	Secretary	Per mo.
Nell Lorigan	Competitive.	\$17.00

FIRE MARSHAL.

Name.	Position.	Com- pensa- tion.
T. M. Purtell	Unclassified. State Marshal Exempt.	Per mo. \$250.00
G. II. Kiland	Chief assistant	208.33 83.33
J. E. Florin W. G. End. John E. Baker W. E. Finnegan C. J. Good. Jos. E. Kennedy	Attorney Deputy Deputy Deputy Deputy Deputy Deputy Deputy	175.00 166.66 150.00 150.00 137.50 125.00

COMMISSIONERS OF FISHERIES.

Name.	Position.	Com- pensa- tion,
	Unclassified.	i
Governor Ex officio Calvert Spensley President Jas. J. Hogan Vice President Edw. A. Birge Ex officio Henry J. Alford	Commissioner Commissioner Commissioner Commissioner Commissioner Commissioner	Expenses Expenses Expenses Expenses
R. S. Scheibel		Per mo. \$125.09 90.00
James Nevin Albert Gallagher Fred Hewitt	Competitive. Supt. of fisheries Foreman hatchery Foreman hatchery	100.00

COMMISSIONERS OF FISHERIES—Continued.

Name.	Position.	Com— pensa—— tion.
Val. Maag Robt. Ripple John Maag B. O. Webster P. G. Zalsman	Hatchery Foreman hatchery Foreman hatchery Ass't superintendent Foreman hatchery	Per 11 0. \$60 - 00 125 - 00 125 - 00 100 - 00
	Labor.	
Benj. Durkee F. E. Meade Bernard Holtman John Hagberg Fred Wahlquist A. Wahlquist Andrew Gilquist James Foy Frank Ramsdale Frank Suthers James Vance 29 Laborers, temporary	Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Manager state fish car (temporary) Ass't on car. At \$2.00 to \$5.00 per day.	70 = 00 60 = 00 60 = 00 60 = 00 60 = 00 50 = 00 22 = 50 60 = 00 100 = 00 23 = 50 24 = 50 25 = 50 26 = 50 27 = 50

FREE LIBRARY COMMISSION.

Name.	Position.	Cozzal- pens= zl- tioz z.
W. H. Hatton C. P. Cary R. G. Thwaites C. R. Van Hise Mrs. C. S. Morris M. S. Dudgeon C. McCarthy Ono M. Imhoff Clara Richards Florence C. Hays Wm. Duffus Blanche Lyle Mollie Rowe Mary Hazeltine Maud Van Buren Helen Turvill Mary Carpenter Lucy Morgan Lucy E. Stearns Margaret Brahany	Member of board. Member of board. Member of board. Member of board. Member of board. Member of board. Secretary Librarian legislative reference department Cataloger Ass't cataloger Ass't cataloger Assit cataloger Assit cataloger Assit cataloger Assit cataloger Assit cataloger Assit cataloger Assit tataloger Assit tataloger Assit tataloger Assit tataloger Assit tataloger Assit tataloger Assit tataloger Assit tataloger Chief traveling library Ass't library Ass't raveling library	Expe mset Expe mset Expe mset \$30 = 9.00 14 = 66 7 = 7.00
Lucy Curtiss	Exempt. Stenographer Competitive.	70.00
Florence Rimsnider R. Pengelly Clara Rasmussen Bertha Matson Elsie Bitney Irene Johnson	Ass't legislative reference li- brary Ass't legislative reference li- brary Stenographer Stenographer Ass't traveling library Stenographer	45.00 30.00 60.00 60.00 40.00 55.00
Mrs. Anna MayersLaura Terwilliger	Executive clerk Stenographer	125.00 60.00

FREE LIBRARY COMMISSION—Continued.

Name.	Position.	Com- pensa- tion.
Margaret McCarthy Wm. Nielson Mrs. Wm. Corcoran Willard Fuller	Labor. Carctaker Messenger Caretaker Shipping clerk traveling library	\$35.00 30.00 35.00 40.00

STATE BOARD OF FORESTRY.

Name.	Position.	Com- pensa- tion.
·	Unclassified.	
R. Van Hise. L. Russell. A. Birge. Corge Beyer	Chairman of board Member of board Member of board Member of board	Expenses Expenses
	Exempt.	_
M. Griffith	State forester	Per mo. \$300.00 60.00
	Competitive.	
R. Moody Mildred Castle Anna V. Crane. Ellis M. Weaver Geo. H. Balley. Albert E. Doolittle. Peter C. Christensen J. B. Cook. Henry Freund Hernan W. Krueger J. H. Krumm. Frank J. Long. John J. McDonald Phillip A. McDonald Fred G. Wilson. W. D. Barnard. Peter Jacobs J. Lucius H. A. Johnson C. R. Brooks. Neal Harrington Wakelin McNeel O. L. Sponsler.	Ass't state forester. Chief clerk Stenographer Forest ranger (with pony) Forest ranger (with pony) Forest ranger (with pony) Forest ranger (with pony) Forest ranger Forest ranger Forest ranger Forest ranger Forest ranger Forest ranger Forest ranger Cruiser Cruiser Cruiser Cruiser Cruiser Cruiser Cruiser Forestry assistant, temp Assistant, temp, and board Ass't, temp, and expenses.	166.66 125.00 75.00 90.00 90.00 75.00 75.00 75.00 75.00 75.00 75.00 75.00 6.00 5.00 5.00 40.00
	Labor.	
51 laborersoccasional at \$1.15 to \$4.		

DEPARTMENT OF STATE GAME WARDEN.

			Name.						Posi	tion.		l
									Uncla	ssifled.		
ohn	Α.	Sholts		.				Game	Warder	١		١.
0	•••	2					ļ		Eve	mpt.		
	_							ari e		•		Í
		hardt legow	 					Chier	Deputy			:
									Compe	titive.		-
		Total Process						Me	•			Ì
I. H.	Al	Leslie brecht. . Asmu					: : : : }	1 eput	rapher y		per day	7
onra	d F	. Asmu	th			• • •	: : : :	Deput:				1
i. E.	Be	nhardt	Q				¦	Deput	y			
reco.	E360E3	ARCHU TA	X.X.					Deputy	y		• ••	1
. F.	Bo	omer sworth runet Cleas		• • • •				Deput	ý		: ::	-
than	A.	Cleas	 b у		 			Deput	ý		: ::	İ
								I WINIITY	v			
. s.	Či	rtiss				• • •		Deput	y		. "	1
. R. bos.	De De	Long. vine	 		 			Deputy	y		• "	
eter	Die	drich						Deputy	y		. "	1
	10	Hatt				• • •			v		•	İ
. s.	Fi	her						Deputy			. "	į
. E. . W.	Fol Fo	lott ster			 			Deputy Deputy	v v		. "	i
W	. Ĝ	utsch.						Deputy				1
vinet len r s	tt '1 7 C.	sher lott ster utsch. '. Grey Grueb	ner		 				v		٠	i
. W	, H	all Iall					• • • •	Deputy	y	• • • • •	• ::	1
lans	He	nricksoi	1					Deput	,			İ
. B.	щ	l	• • • • • •			• • •	• • • •	reputy	v v	 .	•	1
ndre	w	lope . ulbert . Hull						Deput	v		. "	!
i. ico.	F. 11	uibert. Hull	 		<i>.</i> 			Deputy	r		. "	-
. G.	Ko	eler		.		• • •		Deputy Deputy	۲		. "	-
i. îi.	Ke	Hulleler mp nnedy ys koff Kleist			 			Deputi			· ::	į
V. A.	. Kir	ys koff						Deputi	v	.	· ••	i
licha	ei,	Kleist					,	Deputy	v		. "	1
. J. Sen l	P. 1	anning	 		 		' 	Deputy	V		: "	1
. S.	1.1	ttle					• • • • '	Deputy Deputy	v		. "	1
as.	McN	Kon Kleist Jofanda Anning ttle CMillan aughtor ason Oberh	i					Deput	y		: ::	
V. P Lenry	. M	ason Oberh	oltzer	• • • •				Deputy Deputy	v		· ::	1
ames	Öi	erholtz Powell gh	er				,	Deput			. "	Ì
ohn ohn	E. Pu	Powell zh	 		 		[.]	Deput	v		: "	i
al. I	Raet	h						Deputy	y y		. "	
i P	Ri	ndall chtman Russel	 					Deput	y		: "	İ
114 174	· 11. 3	iamment	3					Deputy Deputy	v	 	. ".	1
1 1	ω.	hlantan						Deput	·		. "	İ
i. Ci. Pento	n F	hmidt. I. Smitl ule	 h	 				Deput	y	 	: "	
. M.	So	ule						Deput	v		. "	1
`red A. E.	St	orrs	 					Deput	·		. "	1
1 1.		want hompso	 n .	· · · ·				Deput	y		. "	.
. W I. C.	_ T4	edeman						- Deput	y		per day	,
v. w	:. W	lismer . Worde						Deput	y y		• "	!

GEOLOGICAL AND NATURAL HISTORY SURVEY.

Name.	Position.	Com- pensa- tion.	
rancis E. McGovern	Unclassified. Commissioner Commissioner Commissioner Commissioner Commissioner Identify the commissioner Director	Per mo. Expenses Expenses Expenses Expenses Expenses Expenses \$41.66	
v. O. Hotchkiss	Exempt. State Geologist	250.00 75.00 40.00	
L. Buser. uy Conrey ugh Conrey J. Cotton. V. G. Crawford.	Field assistant Analyst soils Scientific assistant Chemist Scientific assistant	115.00 35.00 50.00	
J. Dunnewald. J. Graul. Juday L. Musback	Soil expert Analyst—soils Biologist, special agent Field assistant and analyst	90.00 90.00 125.00	
S vind J. Noer. arl Thompson P. Sam'l Weidman. R. Boorman	Field assistant Field assistant Geologist Scientific assistant	40.0 40.0 166.6	
- A. Schuette	Chemist " Scientific assit "	.2	

GRAIN AND WAREHOUSE COMMISSION.

Name.	Position.	Com- pensa- tion.
nnes Kernan	Unclassified. Commissioner	
₹ yme Larson	Stenographer	60.00
J. Gauthier	Janitor	15.00
F. F. Altenberg. N. Arnold. W. Bartholomew A. C. T. Cavanagh. B. Coombes B. Coombes B. Coombes B. Coombes F. Hertlein. A. Juneau B. Gene E. Kernan Chie McMillan J. Moylan. Win H. Page. H. Scott. W. Thomas. Tanton Whereatt	Deputy weighmaster Chirf deputy weighmaster Deputy weighmaster Deputy grain inspector Chief deputy grain inspector Deputy weighmaster Deputy weighmaster Deputy weighmaster Deputy grain inspector Deputy weighmaster Chief weighmaster Deputy grain inspector Chief grain inspector Deputy grain inspector Deputy weighmaster Deputy weighmaster Deputy weighmaster Deputy weighmaster Deputy weighmaster Deputy weighmaster Deputy weighmaster Deputy weighmaster Deputy deputy weighmaster Deputy weighmaster Deputy weighmaster Deputy weighmaster Deputy weighmaster Deputy weighmaster Deputy weighmaster	95.00 109.00 95.00 75.00 100.00 95.00 150.00 100.00 90.00 90.00 95.00
- A. Wilson	Deputy weighmaster Deputy weighmaster	90.00 85.00

STATE BOARD OF HEALTH AND VITAL STATISTICS

Name.	Position.		
	Unclassified.		
E. S. Hayes H. A. Mellike Charles Sutherland C. A. Harper. L. E. Spencer L. P. Mayer. W. F. White	Member of board		
	Exempt.		
C. A. HarperAmelia A. Walter	Secretary		
Alma Anderson Josephine Bennewise Marcella Casey L. W. Hutchcroft Eddena Morey Nellie Schwartz Anna Wald Winnie Warner	Clerk Clerk Clerk Chief clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk		
	Noncompetitive.		
L. E. Spencer	Sanitary inspector		

HIGHWAY COMMISSION.

Name.	Position.
	Unclassified.
J. A. Hazelwood. John S. Owen. J. H. Van Doren. F. E. Turneaure. W. O. Hotchkiss. F. M. Balsley. H. D. Blake. W. C. Buetow. W. G. Caldwell. J. T. Donaghey. J. E. Gillespie. H. J. Haley.	Chairman Commissioner Commissioner Ex officio Ex officio and secretary Expert Engineer Ass't bridge engineer Engineer Ass't expert road enginee Engineer
Sidney P. Hall. E. B. Heimbach A. R. Hirst. J. C. Jerome C. J. Johnson August Kringle F. W. Labram A. L. Lucke F. F. Mengel H. A. Parker Thos. W. Reilly T. M. Reynolds. G. E. Schroeder J. E. Smith	Engineer Engineer Engineer Engineer Expert Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer

HIGHWAY COMMISSION—Continued.

Name.	Position.	Compensation.
	Unclassified.	
Ed. Steidmann M. W. Torkelson F. G. Tucker	Geologist	= 225.00
	Exempt.	
Wm. Dawson	Chief clerk	Per mo. 100.00
	Competitive.	
Harry E. Benedict. Josephine Cullinan Grenn Dickey C. W. Gates.	Stenographer Clerk Blueprint boy Draftsman	45.00

STATE HISTORICAL SOCIETY.

Name.	Position.	Com- pensa- tion.	
21 members Library staff.	Unclassified.		
Martin Lyons Magnus Nelson I rving Robson	Competitive. Janitor and mechanic Janitor and mechanic Janitor and mechanic	83.33	
Elizabeth Alsheimer Barbara Brisbols Hen Butts Newell Dodge Tillie Gunkel Anna Mausbach Kate Mausbach Gertrude Nelson Mary Schmelzer Ida Steffen	Labor. Housemaid Housemaid Office messenger Elevator boy Housekeeper Housemaid Charwoman, per night Housemaid Charwoman, per night Charwoman, per night Charwoman, per night Charwomaid Chousemaid Cloak room attendant, per evening	38.00 1.00 40.00 38.00	

BOARD OF IMMIGRATION.

Name.	Name. Position.	
J. A. Frear H. I., Russell. George McKerrow	Unclassified. Commissioner	Per mo. Expenses Expenses Expenses
B. G. Packer	Exempt. Secretary	\$150.00 75.00

STATE INDUSTRIAL COMMISSION.

Name.	Position.	Com- pensa- tion.
,	Unclassified.	Per m
Charles II. Crownhart	Chairman	\$416_ 416_ 416_
	Exempt.	
Paul J. Watrous	Secretary Stenographer Chief examiner	166 - 70 - 150 -
	Noncompetitive.	
Wm. Leiserson C. W. Price	Gen'l supt. frec empl't office Safety advisor	15 O . 0 25 O . 0
•	Competitive.	
Rena Beck Henry J. Beckerle Clara M. Briggs Rose Corcoran Mrs. Elsie Essman D. D. Evans Marle Flene Mary M. Ford Taylor Frye John Humphrey A. L. Kaems F. A. King L. Kleeber C. J. Kremer Albert Kroes H. G. Lee Aug, Lehnhoff Ira L. Lockney Frank T. McCormick Emma Lundberg Ida Manson J. A. Norris Florence Perrin Edw. Phelps	Deputy Deputy Deputy Deputy Tree empl't office Milw. Sup't free empl't office, La Crosse Deputy (Inspector) Deputy Stenographer Deputy (Inspector) Deputy (Inspector) Expert stenographer Deputy Stenographer Deputy Stenographer Deputy Stenographer Deputy Stenographer Deputy Stenographer Deputy Stenographer Deputy Stenographer Deputy Stenographer Deputy Stenographer Deputy Stenographer Deputy Stenographer Deputy Sup't free empl't office, Su-	133.5.0 125.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0
W. O. Pietzsch Mabel Post Percy O. Powell Aura Powers Henry Schreiber John S. Schwartz Horace Secrist Amy Singer Mrs. Clara Stathem Maud Swett J. E. Vallier Mrs. Ed. Wissler	perior Chief clerk Stenographer Deputy street trades. Deputy Sup't free empl't office, Osh- kosh Clerk Statistician Stenographer Deputy Librarian Deputy Clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk	116 - 100 - 100 - 100 - 125 -

INSURANCE COMMISSION.

Name.	Position.	Com- pensa- tion.
H. L. Ekern	Unclassified. Insurance Commissioner Exempt.	Per mo. \$417.66
Rose Anderson	Stenographer Dep. commissioner Competitive.	100.00 208.33
I. A. Anderson B. S. Beecher Chas, E. Bennett John M. Bessey Frank Bryant Wm. H. Glenz P. D. Gurnee F. A. Ketcham Mrs. M. Monteith Eugene Shepard Harry Whipple	Actuary 2d ass't actuary Fire prevention inspector Clerk License Clerk Clerk Ass't actuary Examiner Filing clerk Chief clerk Stenographer Noncompetitive	112.50 75.00 100.00 100.00 100.00 125.00 133.33 100.00
Grady II. Hipp	Spec. ass't actuary (working fellowship) Special assistant Special assistant Policy examiner	[50,00 50,00 50,00

LAND OFFICE.

Name.	Position.	Com- pensa- tion.
James A. Frear. A. II. Dahl. I II. Bancroft	Unclassified. Member of board Member of board Member of board	Expenses
W. II. Bennett	Chief clerk	\$133.33 50.00
M. Lampert	•	116.56

LIVE STOCK AND SANITARY BOARD.

Name.	Position.	Corner - pensan - tions -
Prof. E. G. Hastings. Grant Fisher Geo. Wylie Geo. McKerrow Dr. H. J., Russell. Dr. Clark	Unclassified. Member of board	Expense Expense Expenses Expenses
Ralph E. Katz	Secretary	
Nellie Cameron	Stenographer	55.00

MINING TRADE SCHOOL.

Name.	Position.	Com- pensa- tion.
A. Kuludjian		Per mo. \$50.00
Hayop Papiertzian	Labor. Laborer, per hour Laborer, per hour	. 25

BOARD OF NORMAL SCHOOLS.

Name.	Position.	Com- pensa- tion.
	Unclassified.	<u>!</u> :
H. O. Hamilton Mrs. Theodora W. Youmans. Theo. Kronshage Emmett Moran John Harrington George B. Nelson C. H. Crownhart Duncan McGregor Thomas Morris Freeman H. Lord	Member of board. Member of board. Member of board. Member of board. Member of board. Member of board. Member of board. Member of board. Member of board. Member of board. Member of board.	Expenses Expenses Expenses Expenses Expenses Expenses
William Kittle	Exempt. Secretary	Per mo. \$208.33 75.00
Alice M. Carey	Competitive.	65.00

LA CROSSE NORMAL.

LA CROSSE NORMAL.		
Name.	Position.	Coin- pensa- tion.
Myrtle Shanks : Howard Jones C. W. Reed P. A. Hammer John McKay	Unclassified. Thirty-four Instructors. Competitive. Stenographer Stenographer and clerk Engineer Jaultor Fireman and janitor	55.00
A. L. Marshall	Labor. Ass't janitor	50.00
Name.	Position.	Com- pensa- tion.
Maud Burdick Ora Kaul Mahel Wagner Marguerite Reuter Stella Garvey Otto Schmidt	Labor.	50.00 40.00 1.20 100.00
Pass Horse Fresh Horse Horse Horse Horse Horse Horse Horse Hose Horse Ho	Ass't janitor Ass't janitor Ass't janitor Night fireman	40.00 50.00
Name.	Position.	Com- pensa- tion.
rances M. Burke rs. Mabel Riordan W. Vosburg van Vincent	Unclassified. Forty-six Instructors. Competitive. Clerk and stenographer Engineer Junitor	Per mo. \$75.00 50.00 85.00 60.00

Labor.

 $\frac{47.50}{45.00}$

PLATTEVILLE NORMAL.

Name.	Position.	Com- peusa- tion.
	Unclassified.	
	Twenty-seven Instructors.	
	Competitive.	Per mon
Belle Burke	Janitor	\$65.0 \$65.0 65.0
	Labor.	
Several charwomen for occasional serv	ice.	

RIVER FALLS NORMAL.

Name.	Position.	Conme pensal
	Unclassified.	
•	Twenty-seven Instructors.	
	Competitive.	Per m
Laura McCormick Frank B. Thayer	Stenographer Engineer and janitor Pianist	\$755

STEVENS POINT NORMAL.

Name.	Position.	Compensation.
	Unclassified.	
	Thirty-one Instructors.	
	Competitive.	Per mo≤
Minnie Johnson Etta Bloye George F. Breitbach Albert Landowski	Stenographer Stenographer and clerk Engineer Janitor	\$75.0 = 40.0 =

SUPERIOR NORMAL.

Name.	Position.	Com- pensa- tion.
	Unclassified. Thirty-one Instructors. Competitive.	Per mo.
Helen Hill Rae Schneider Maurice Hoover Herman Krenz Mrs. Anna Taylor	Stenographer Stenographer and clerk Engineer Janitor Matron	\$75.00
Anna Haglund Elizatieth Knudson Hannah Extrom	Cook	45.00 30.00 25.00
Ole Lund John Fledin Corinne Haglund Hothilda Jessen Ingeborg Nelson Lizzie Sorvisto Mrs. Lindquist	Assistant janitor Maid Dining room Kitchen behar	30.00

WHITEWATER NORMAL.

Name.	Position.	Com- pensa- tion.
	Unclassified. Thirty Instructors,	
Lillian Neipert Nora M. Wood William Rieder Charles Kitsman	Competitive. Stenographer and clerk Planist	20.00
King Rockwell	Labor. Assistant janitor	50.00

OIL INSPECTION DEPARTMENT.

Name.	Position.	Cont- pensa- tion.	
Louis F. Meyer	Unclassified. State Oil Inspector Exempt.	Per mo \$166.6	
Nellie R. Nolan	Stenographer	50,00	
Dexter Witte Fred E. Anderson Fred G. Babcock O. J. Brog. Theo. Beorger Henry Bernes Louis Blegan C. R. Brink L. C. Bronstad E. J. Battles F. M. Charlesworth J. B. Christoph Benj. Chylorn Jas. Campbell Conrad Ensberg Geo. H. Ferris H. L. Gendre Albert Gillis N. Grochginger Anton Hansen G. H. Holder C. F. Hewitt J. B. Hicks Caspar Lebris Oscar Lindholm C. A. Lytle Jas. McGee R. J. Maltpress S. Mitchell Chas. Mohr. Jr J. C. Niedbalski A. E. Nelson C. C. Olln Jos. Ommoson John G. Prichard Christ. Roepcke J. G. Rude W. D. Schoenfeld C. H. Speck Ava Sprague C. S. Stimers Frank B. St. Louis J. H. Stupfell G. P. Thompson Frank Wilson F. Westman W. L. Weightman	Competitive. Chief Deputy	100.00 Fees Fees Fees Fees Fees Fees Fees Fe	

PRINTING BOARD.

iame.	Position.	Com- pensa- tion.
•	Unclassified.	
		Expenses
	. Member of board	; Expense:
		Per mo.
	Ass't printing clerk	\$25.00
	Proof reader	125.00
	Proof reader	100.0
	. Practical printer	125.0
n	. Copy holder	50.0
	. Proof reader	125.0
. 	Copy holder and typist	50.0
• • • • • • • • • • • • • • • • • • •		
		25.0
. 		100.0
	Proof reader and stenog	100.0
	Copy holder	50.0
	. Proof reader	125.0

TATE BOARD OF PUBLIC AFFAIRS.

Name.		Position.	Compensation.
		Unclassified.	Per mo.
vern		Chairman	•
		Vice chairman	
• • • • • • • • • • • • • • • •		Member of board	!
		Member of board	
		Director	*******
		Ass't secretary	166.6
		Expert accountant	114.5
		Expert accountant	200.0
		Expert accountant	$100.0 \\ 125.0$
		Expert accountant	125.0 50.0
		Compilation of statutes	75.0
			75.0
		Expert accountant Expert	155.0
		Expert accountant	165.0
		Expert accountant	150.0
		Expert accountant	
		Efficiency expert	125.0
		Expert accountant	133.3
		Expert accountant	
	;	Expert accountant	
		Expert accountant	100.0
		interior and an interior	1
		Exempt.	
		Stenegrapher	60.0

STATE BOARD OF PUBLIC AFFAIRS—Continued.

Name.	Position.	Com- pensa- tion.
	Competitive.	Per me
C. S. Ashmun. Anna Curtin Mabel Gratz Ira A. Hankey. C. L. Jamison. Alvin O. Johnson. L. E. Knorr. Francis S. Lamb. Anna McKee	Accountant Stenographer Typist Stenographer Junior accountant Statistician Junior accountant Accountant Accountant Stenographer	\$85.0 45.0 70.0

DEPARMENT OF PUBLIC PROPERTY.

Name.	Position.	Com- pensa- tion.
Wm. Essmann	Unclassified. Sup't of Public Property	Per mo. \$208.33
Aug. C. Meyers	Exempt. Ass't superintendent	125.00
Ole Thompson	Noncompetitive. Janitor at executive mansion	60.00
S. C. Bass	Competitive.	70.00
J. F. Beck. H. O. Bennett. Chas. Reyler Garfield G. Bleber. L. M. Bresee	Police Janitor Fireman Janitor Chief clerk	75.00 70.00 133.33
Julia Brophy Sadie Christoffer W. H. Cobb. N. A. Crampton J. Danielson	Chief telephone operator Multigraph operator Police Night watchman Elevator man	70.0
Oliver M. Davis. J. Dean S. T. Dodge. H. R. Dorman Peter Duex	Elevator man Carpenter Police Engineer assistant Janitor	100.0 70.0 100.0 70.0
II. S. Dyer. Even Ekern O. O. Elverking M. L. Ensign Karl Ehrgott	Helper Janitor Janitor Elevator man Telephone operator	70.0 70.0 70.0 40.0
Alex, Farley Arthur M. Glidden Chas, Gussman Hertha Haines Edw. Harrington	Laborer Ass't engineer Ass't carpenter Clerk Fireman	75.0 50.0 75.0
Clara Hart Wm. A. Henwood. Frank Higgins John Hoffman	Copyist State painter Janitor Elevator operator	40.0 75.0 70.0 70.0
Andrew Holmes Tolleff O. Homme	Engineer Assit state painter Police	70.0

RTMENT OF PUBLIC PROPERTY—Continued.

Name.	Position.	Com- pensa- tion.
The state of the s		
		Per mo
	Janitor	\$70.9
	Recording and shipping clerk Telephone operator	$75.0 \\ 45.0$
	Chief engineer	150.0
	Police	70.0
	Janitor	70.0
	Fireman	75.0
	Night watchman	70.0
• • • • • • • • • • • • • • • • • • • •	Janitor Police	70.0 70.0
	1st Asst carpenter	75.0
ben	Janitor	70.0
	Janitor	
	Jauitor	70.0
	Janitor	70.0
	Ass't engineer	100.0 70.0
	Carpetman	
	Janitor	70.0
r	Janitor	70.4
	Janitor Janitor	70.0
nberg	Janitor	70.0
	Ass t eng. and expert elec	100.0
	Janitor Ass t engineer	70.0 83.3
• • • • • • • • • • • • • • • • • • •	Elevator operator	70.0
	Elevator operator	70.0
r	Janitor	70.0
	Operating engineer	208.3
	Helper, heating plant Stenog, and ass't stock clerk	75.0 75.0
	!	(.) . ()
	Labor.	
	Cuspidor cleaner	60.0
	LaborerLaborer	60.0
· · · · · · · · · · · · · · · · · · ·	Janitor	60.0 70.0
	Scrubwoman Per day	2.0
• • • • • • • • • • • • • • • • • • • •	Janitress (Mil.)	$\tilde{9},0$
	Laborer	60.0
	Scrubwoman Per day Charwoman Per day Scrubwoman Per day	2.0
son	Scrubwoman Per day	$\frac{2.0}{2.0}$
ker on	Helper	60.0
1	Scrubwoman Per day Laborer	2.0
·	Laborer	60.0
skey	Scrubwoman Per day Laborer	2.0
	Laborer	60.0
	Laborer	60.0
	Laborer	60 0
	Laborer	60.0
	Scrubwoman Per day	2.0
rn	Lanorer	60.0
• • • • • • • • • • • • • • • • • • • •	Laborer Laborer	60.0
	Scrubwoman Per day	60.0
rd	Scrubwoman Per day	$\frac{2.0}{2.0}$
		~ .0

RAILROAD COMMISSION.

	· ·
Name.	Position.
	Unclassified.
John H. Roemer	P
Halford Erickson	Commissioner \$
David Harlowe	Commissioner
F. W. Doolittle Edwin F. Gruehl	Expert
Ida M Lawrie	Statistician Expert
Ida M. LawrieGeo. C. Matthews	Expert
Margaret Schaffner	Expert
E. N. Strait	Statistician
W. B. Schulte	Expert
	Exempt.
	1
J. M. Winterbotham	Secretary
W. C. Dauming	Stenographer
	Competitive.
Harry Abendroth	Clerk
R. V. Adams	Clerk
W A Anderson	Clerk
Ralph Butler	Stonographor
Emily Clark	Clerk
Wm. Dinneen	Clerk
John A. Dorney	Clerk Clerk Clerk Clerk Clerk
G. H. Eckhardt	Clerk
Harriette Fish	Clerk
A. T. Flint	Typist
L. B. George M. G. Glaeser	Stenographer
M. G. Glaeser	Clerk
Ethel C. HarmanBertha Heinemann	Typist
J. F. Hogan	Chief clerk
Ralph M. Hoyt	Stenographer Clerk
John J. Jirgal. A. H. Jongeneel.	Stenographer
Laura M. Lee L. L. Lilly H. E. Manzer	Stenographer
H. F. Manzor	Clerk
Lillian Minch	Typist
Rosalind S. Moore	Clerk
Ralph Morrison	Clerk
John O'Connell	Clerk
Agnes Page C. H. Powell W. C. Reyer	('lerk
C. H. Powell	Clerk Clerk
Preston Reynolds	Clerk
Katherine Romanosky Chas, A. Seifert	Stenographer
C. R. Sexton.	Accountant Clerk
O. S. Syftestad	Clerk
Chas, E. Thayer	Stenographer
Walter Timm	Clerk
L. T. Walker	Assistant secretary
	Competitive.
O. P. Walnenda	1
O. R. Weinandy F. P. Anderson	Statistical clerk
Jos. Smethurst	Clerk
	•

RAILROAD COMMISSION—Continued.

. Name.	Position.	Com- pensa- tion,
George E. Taylor	Noncompetitive. Working fellowship, half time Working fellowship, half time Labor.	Per mo. \$50.00 50.00
James Diebold	Messenger	25.00

JOINT RAILROAD COMMISSION AND TAX COMMISSION.

Name	Position.	Com- pensa- tion.
N	Unclassified.	Per mo.
W. D. Pence	Chief engineer	\$167.00
C. J. Belsky	Expert Per day	$\frac{3.00}{125.00}$
J. T. Buser	Expert	85.0
R. G. Butler	Railway operation inspector	125.00
8. W. Cheney	Inspector electric service	110.0
E. E. Dillon	Ass't service inspector	110.0
R. L. Fitzgerald	Ass't service inspector	85.0
C. P. Gross	Ass't inspector	85.0
C. A. Halbert	Expert	110.0
Fred Hammett	Expert help	75.0
M. H. Hovey	Expert inspector (safety serv-	105.0
W. M. Ketchum	Expert	125.0
). J. Schieber	Expert	$\begin{array}{c} 90.0 \\ 70.0 \end{array}$
W. R. Schmidley	Ass't service inspector	110.0
W. B. Schulte	Expert (occasional)	85.0
I. II. Sloan	Expert	125.0
J. Steinberg	Ass't service inspector	90.0
H. II. Stoelting	Emergency-Expert	
E. N. Whitney	Expert (occasional) per hour	. 4
H. L. Woolhiser	Expert	75.0
I. A. Cutler	Expert	3.0
W. S. Kinne	Special expert	
rames Aston	Expert	5.0
Poneline Manual Au	Exempt.	
Bertha Moritz	Stenographer and file clerk	90.0
	Noncompetitive,	
A. E. Berggren	Ass't field inspector (occa-	
N. Bidwell	sional) Per day	3.5
eonard Boon	Safety service inspector Ass a field inspector	
	Ass't field inspector	$egin{bmatrix} 100.0 \ 100.0 \end{bmatrix}$
enry Bucher		
enry Bucher	Ass't field inspector	
enry Bucher G. Burritt N. Cadby A. Distelhorst		150.0
lenry Bucher G. Burritt N. Cadby A. Distelhorst O. Fowler	Ass't field inspector	150.0 65.0 70.0
lenry Bucher G. G. Burritt N. Cadby A. Distelhorst G. Fowler J. Freeman	Ass't field inspector	150.0 65.0 70.0
enry Bucher G. Burritt N. Cadby A. Distelhorst O. Fowler J. Freeman A. Fucik	Ass't field inspector. Inspector—elec, service Ass't inspector (civil eng.). Ass't inspector (civil eng.). Field mechanical inspector. Assistant inspector	150.0 65.0 70.0 125.0
lenry Bucher G. Burritt N. Cadby A. Distelhorst O. Fowler J. Freeman A. Fucik M. Fuestel	Ass't field inspector. Inspector—elec. service Ass't inspector (civil eng.). Ass't inspector (civil eng.). Field mechanical inspector. Assistant inspector Office engineer	150.0 65.0 70.0 125.0 75.0 150.0
lenry Bucher G. Burritt N. Cadby A. Distelhorst J. Freeman A. Fuck M. Fuestel L. Gross	Ass't field inspector. Inspector—elec. service Ass't inspector (civil eng.). Ass't inspector (civil eng.). Field mechanical inspector. Assistant inspector Office engineer Civil engineering inspector.	150.0 65.0 70.0 125.0 75.0 150.0
lenry Bucher G. Burritt N. Cadby A. Distelhorst G. Fowler J. Freeman A. Fucik M. Fuestel L. Gross C. Harrop	Ass't field inspector. Inspector—elec, service Ass't inspector (civil eng.). Ass't inspector (civil eng.). Field mechanical inspector. Assistant inspector Office engineer Civil engineering inspector. Civil engineering inspector.	$egin{array}{c c} & 75.0 \\ & 150.0 \\ & 125.0 \\ & 125.0 \end{array}$
lenry Bucher G. Burritt N. Cadby A. Distelhorst J. Freeman A. Fucik M. Fuestel L. Gross	Ass't field inspector. Inspector—elec. service Ass't inspector (civil eng.). Ass't inspector (civil eng.). Field mechanical inspector. Assistant inspector Office engineer Civil engineering inspector.	150.0 65.0 70.0 125.0 75.0 150.0 125.0 150.0

JOINT RAILROAD COMMISSION AND TAX COMMISSION-Con.

Name.	Position.	Com- pensa- tion.
C. M. Larson H. E. McWhetly J. G. D. Mack G. S. Mears W. E. Miller J. R. Ong T. B. Turner W. F. Sloan Leslie Van Hagan J. H. Wasson C. Zantow H. J. Thorkelson A. E. Berggren	Noncompetitive. Ass't engineer Ass't field inspector. Chief mech. inspector Chief mech. inspector. Si inspector (civil eng.) per day Civil engineer inspector. Field electrical inspector. Ass't field inspector. Field electrical inspector. Field electrical inspector. Field electrical inspector. Field mech. inspector (civil eng.) Ass't field inspector. Field mech. inspector (occasional) Ass't field inspector. Competitive.	Per mo. 166 66 80 40 125 00 125 00 125 00 150 00 150 00 65 00 80 00 150 00 150 00 150 00 80 00 150 00 150 00 150 00 150 00 150 00 150 00 150 15
Glenn Dickey Isabelle Fleckenstein Clara M. Flugum Helen Friedland Maude Hitchcock L. W. Ketchum Edith Rodermund Eunice Sasman	Charge of blueprint room Stenographer Stenographer Typist Typist Blue printing ass't, per hour Stenographer Cost account clerk Labor, Messenger boy	40 - 00 50 - 00 50 - 00 60 - 00 65 - 00 65 - 00 65 - 00

DEPARTMENT OF REVISOR OF STATUTES.

	<u>-</u>	
Name.	Position.	Com- pen = n tlon.
L. J. Nash	Unclassified. Revisor of statutes Exempt.	
Arthur F. Belitz. Evelyn Schuckhart Anna O'Keefe Alice Boyle	Ass't revisor Stenographer Clerk Clerk	250 - 00 70 - 00 45 - 00 40 - 00

DEPARTMENT OF SECRETARY OF STATE.

Name.	Position.	Com- pensa- tion.
ts. A. Frear	Unclassified. Secretary of state	Per mo. \$416.66
	Exempt.	
B. Nagler	Ass't secretary of state Stenographer	208.33 75.00
	Competitive.	
J. Anderson an Bowden C. Brandt C. Brandt C. Brown S. Christopherson J. Cobban m. H. Comerford Claire Cook e R. Edwards na Ekern H. Hillyer abel Homewood arvey M. Howitt a Kissel inn T. Lee inn T. Lee inn Lorigan m Murphy J. Neison lester A. Nickerson ace Pierce ovge Post in Sherman	Ass't printing clerk. Registration clerk Ass't incorporation clerk Vault clerk Filing clerk Ist Ass't bookkeeper Warrant clerk Incorporation clerk Clerk Clerk (stenographic) Stenographer Shipping clerk Recording clerk Chief bookkeeper Clerk Notarial clerk Second ass't bookkeeper Statistica clerk (stenog.) Clerk Printing clerk Chief clerk Chief clerk	100.00 35.00 100.00 65.00 116.66 133.33 100.00 125.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00 100.00

STATE PARK BOARD.

Name.	Position.	Com- pensa- tion.
E. Brittingham. C. Coleman. R. Egeland	Unclassified. Member of board Member of board Member of board	Per mo.
in W. Wright	Custodian (Devil's Lake) Watchman	\$60.00 50.00

SUPERINTENDENT OF PUBLIC INSTRUCTION.

Name.	Position.	Com- pensa- tion.
C. P. Cary Warren E. Hicks	Unclassified. State superintendent Ass't industrial education Exempt.	Per mo. \$416.66 333.33
J. B. Borden	Ass't superintendent Clerk and stenographer Competitive.	-208.00 75.00
Dora Casey Hazel E. Chandler Geo. H. Drewry C. L. Harper W. H. Hunt W. E. Larson Winona Merrick O. E. Rice Ormel Schlosser Vlasta Stupecky H. L. Terry A. J. Winnie A. H. Upham C. F. Viebahn Prof. Scott	Stenographer Stenographer State School inspector Chief clerk State school inspector Rural school inspector Index and filing clerk Library clerk Mailing clerk Stenographer High school inspector Deaf school inspector Examiner, per diem Examiner, per diem Examiner, per diem	75.00 75.00 187.50 150.00 187.50 100.00 150.00 83.33 75.00 208.00 150.00

TREASURY DEPARTMENT.

Name.	Position.	Coma - pensan - tiom.
A. H. Dahl	Unclassified. Treasurer	Per m ←. \$416. ₹56
Henry Johnson	•	208. 3 3 83. 5 0
Olaf Goldstrand	Noncompetitive. Night watchman	62.
J. P. Leigh. Arthur Pugh Louis P. Rupp. Oscar J. Taeuber. Chester Wilcox	Bookkeeper	133. 33 150. 24 116. 54 150. 04 133. 33

DEPARTMENT OF STATE VETERINARIAN.

Name.	Position.	Com- pensa- tion.
Dr. O. H. Eliason	Unclassified. State veterinarian Exempt.	Per ma. \$166.66
Dr. V. S. Larson	First Deputy	125.00
Local assistants are employed for occasi	onal service at \$5.00 per day.	

SUPREME COURT.

Name.	Position.	Com- pensa- tion,
F. K. Conover F. W. Arthur Jos. Gallagher Kate Kershaw Ella M. Law Wilbert Liesse T. P. Nelson A. A. McLeod J. E. Usher C. H. Reyler Geo. M. Kanouse	Exempt. Court reporter Ass't reporter Private secretary Private secretary Private secretary Private secretary Private secretary Private secretary Private secretary Private secretary Private secretary Messenger and crier Marshal	Per mo. \$333.33 166.66 125.00 125.00 125.00 125.00 125.00 125.00 125.00 125.00

TAX COMMISSION.

Name.	Position.	Com- pensa- tion.
Nils P. Haugen. Thomas E. Lyons. Thomas S. Adams.	Commissioner	Per mo. \$416.66 416.66 416.66
A. J. Myrland. John Harrington Elizabeth M. Barnes.	Secretary Inheritance tax investigator Stenographer	166.66 250.00 100.00
Henry B. Nelson. John G. Herndon. K. K. Kennan. J. B. Tanner.	Noncompetitive. Working fellowship (Inc. T. Dept.) Working fellowship (Inc. T. Dept.) Supervisor income tax. Expert accountant	100.00 100.00 333.33 229.16

Competitive. Stanley M. Allyn
E J. Brabant Thora Brunsell Geo. Campbell Special agent F. A. Crocker F. Clerk F. Cler
Clork temp
Thora Brunsell Clerk temp 40
Laura E. Carter Clerk 55. Mrs. Mabel Cella Stenographer 83. Milo R. Cobb Special agent 55. F. A. Crocker Special agent 110. rene Culbertson Clerk temp 35. Elsie Dillman Assistant and clerk 85. Hazel Higbee Clerk 55. A. E. James Statistician 200. Mrs. A. E. James Stenographer, temp 65. S. J. Koester Stenographer 125. Caroline Kuntz Stenographer 75. Larold Logan Special agent 115. Katherine Luft Copyist 55. Lelen Machilis Special agent 65. Las. J. McDonald Special agent 60. Mayme Miller Clerk 50. Lana K. Miller Index clerk and librarian 100. D. H. Miner Special agent 55. L. T. Nolan Special agent 116. Paul N. Reynolds Special agent 115. <
Laura E. Carter Clerk 55. Mrs. Mabel Cella Stenographer 83. Milo R. Cobb Special agent 55. F. A. Crocker Special agent 110. Grene Culbertson Clerk temp 35. Elste Dillman Assistant and clerk 85. Hazel Higbee Clerk 55. A. E. James Stenographer, temp 65. Mrs. A. E. James Stenographer 123. Caroline Kuntz Stenographer 75. Cohn D. Leigh Clerk 55. Larold Logan Special agent 115. Katherine Luft Copyist 55. Lelen Machils Special agent 65. Las. J. McDonald Special agent 60. Mayme Miller Clerk 50. Ana K. Miller Index clerk and librarian 100. O. H. Miner Special agent 55. Paul N. Reynolds Special agent 115.
Mrs. Mabel Cella Stenographer 83 Milo R. Cobb Special agent 55 F. A. Crocker Special agent 110 Irene Culbertson Clerk 85 Hazel Higbee Clerk 55 A. E. James Statistician 200 Mrs. A. E. James Stenographer, temp 65 K. J. Koester Stenographer 12 Caroline Kuntz Stenographer 73 John D. Leigh Clerk 55 Harold Logan Special agent 115 Katherine Luft Copylst 55 Helen Machlis Stenographer 63 Jas. J. McDonald Special agent 60 Mayme Miller Index clerk and librarian 100 O. H. Miner Special agent 55 Paul N. Reynolds Special agent 116
Milo R. Cobb Special agent 55 F. A. Crocker Special agent 110 Irene Culbertson Clerk temp 35 Elsie Dillman Assistant and clerk 85 Hazel Higbee Clerk 55 A. E. James Statistician 200 Mrs. A. E. James Stenographer, temp 63 E. J. Koester Stenographer 123 Caroline Kuntz Stenographer 73 John D. Leigh Clerk 55 Harold Logan Special agent 115 Katherine Luft Copyist 55 Helen Machlis Stenographer 63 Jas. J. McDonald Special agent 60 Mayme Miller Clerk 50 Zana K. Miller Index clerk and librarian 100 O. H. Miner Special agent 55 T. Nolan Special agent 110 Pani N. Reynolds Special agent 115
2
Assistant and clerk S5.
Age Higbee Clerk 55.
E. James Statistician 200
Mrs. A. E. James
Stenographer 125
Aroline Kuntz
John D. Leigh Clerk 55.
Harold Logan Special agent 115
Katherine Luft Copyist 55. Helen Machlis Stenographer 65. Jas. J. McDonald Special agent 60. Mayme Miller Clerk 50. Zana K. Miller Index clerk and librarian 100. O. H. Miner Special agent 55. H. T. Nolan Special agent 110. Paul N. Reynolds Special agent 115.
Helen Machils
Jas. J. McDonald Necial agent 60 Mayme Miller Clerk 50 Zana K. Miller Index clerk and librarian 100 O. H. Miner Special agent 55 H. T. Nolan Special agent 110 Paul N. Reynolds Special agent 115
Mayme Miller Clerk 50. Zann K. Miller Index clerk and librarian 100. D. H. Miner Special agent 55. H. T. Nolan Special agent 110. Paul N. Reynolds Special agent 111.
Zana K. Miller Index clerk and librarian 100 O. H. Miner Special agent 55 H. T. Nolan Special agent 110 Paul N. Reynolds Special agent 115
D. H. Miner. Special agent 55. H. T. Nolan Special agent 110. Paul N. Reynolds Special agent 115.
H. T. Nolan Special agent 110. Paul N. Reynolds Special agent 115.
Paul N. Reynolds Special agent
alvin F. Schwenker. Special agent 90.
Anna M. Sullivan Stenographer 50_
Oscar B. Thayer
Harold K. Thurston Special agent 60
ydia Vick Clerk
rno L. Zinke Junior accountant 70-

INCOME TAX ASSESSORS.

Name.	Position.	Com- pensa- tion.
	Competitive.	Per mi
los. E. Dalton	Assessor of incomes	\$100 - 4
os. H. Martin	Assessor of incomes	100 -
Vm. F. Dockery	Assessor of incomes	83 - 3
A. Taylor	Assessor of incomes	100 - 0
. M. Stauffacher	Assessor of incomes	100 -
Phos. L. Cleary	Assessor of incomes	125 - 0
Ierbert V. Cowles	Assessor of incomes	100
rank S. Trucks	Assessor of incomes	00 - 6
John Ross		66 - 4
Carroll Atwood		300 - 3
ouis D. Guth		00 - 4
A. H. Bussewitz	Assessor of incomes	100 -
lark Tomlinson	Assessor of incomes	
Chas. II. Stone	Assessor of incomes	00 -
Thos. J. Bergen	Assessor of incomes	100 -
las. E. Keizer	Assessor of incomes	100 —
W. J. McDonuell	Assessor of incomes	06 -
Bryon J. Morse	Assessor of incomes	100 —
D. M. Shea	Assessor of incomes	100 —
A. B. Adamson	Assessor of incomes	100—
F. H. Demison	Assessor of incomes	100—
Joseph Connell	Assessor of incomes	100-
H. A. Dvorak	Assessor of incomes	100 -

INCOME TAX ASSESSORS—Continued.

Name.	Position.	Com- pensa- tion.
	Competitive.	
ignon ınagan .P. Een .Ollack midt .Emerson .F. Rapraeger .Dent .Elmer .Elmer .Elmer .Elmer .Elmer .Elmer .Elmer .Elmer .Elmer .Elmer .Elmer .Elmer .Elmer .Elmer .Elmer .Elmer .Elmer .Elmer .Elmer	Assessor of incomes. Assessor of incomes. Assessor of incomes. Assessor of incomes. Assessor of incomes. Assessor of incomes. Assessor of incomes. Assessor of incomes. Assessor of incomes. Assessor of incomes. Assessor of incomes. Assessor of incomes. Assessor of incomes. Assessor of incomes. Assessor of incomes. Assessor of incomes. Assessor of incomes.	\$100.00 83.33 83.33 100.00 100.00 83.33 100.00 83.33 100.00 83.33 83.33 83.33
Bubardraint	Assessor of incomes	100.0 100.0

ASSISTANTS TO INCOME TAX ASSESSORS.

Name.		Position.	Com- pensa- tion.
	-	Noncompetitive.	Per mo.
nhoutz		Deputy	\$208.33 100.00
J. Host		Deputy Deputy	100.00
Frost		Deputy	150.00
owneli		Deputy	100.00
man		Clerk	100.00
llock		Clerk	40.00
D. Moore		Deputy	90.00
awson		Clerk	75.00
ler		Stenographer	75.00
ross		Clerk	40.00
Cooke		Clerk	40.00
ambers		Clerk	40.00
Waiters	!	Clerk	40.00
hlomovitz		Clerk	40.00
hlomovitz		Clerk	40.00
ele		Clerk	40.00
ckering		Assistant	75.00
Cronk		Assistant Per day	3.00 2.00
A. Delaney		Clerk and assistant " Stenographer"	1.00
ckery		Stenographer " Clerk "	1.00
raydon		Clerk	1.2
th		Deputy	45.00
tress		Clerk	1.00
Inman		Clerk "	1.50
ndraint		Clerk	30.00
ortenson		Stenographer	30.00
sell		Stenographer	30.00
melzer		Clerk	30.0
8		Clerk	30.00
ibbs		Deputy	45.00

102 REPORT OF THE STATE CIVIL SERVICE COM-

TEACHERS' INSURANCE AND RETIREMENT BOARD.

Name.	Position.	Com- pensa- tion.
	Unclassified.	Per mo.
R. C. Ramsey. H. C. Bueli. Elizabeth Herfurth C. P. Cary. A. H. Dahl.	Ex officio Ex officio	Expenses Expenses Expenses Expenses Expenses Expenses
	Exempt.	
Elizabeth M. Herfurth	SecretaryStenographer	\$100.00 40.00
	Competitive.	
Edna M. Roloff	ClerkPer hour Clerk" Clerk	16% 16% 16%

DEPARTMENT OF TREASURY AGENT.

Name.	Position.	Com- pensa- tion.
!	Unclassified.	
D. H. Davies	Treasury Agent	\$1 66.66
	Noncompetitive.	
A. A. Andreson A. P. Baker M. E. Baltzer S. W. Barden G. A. Barrett C. M. Bishop W. B. Blachley E. Blashek		Fer Fe Fr Fr F

DEPARTMENT OF TREASURY AGENT—Continued.

Name.	Position.	Com- pensa- tion.
	Noncompetitive.	
H. Karnes	Special agent	
rancis E. Kellogg	Special agent	
R. Kibbe	Special agent	
Kleeber	Special agent	Fe
ouis Laun	Special agent	Fe
Lindenberg	Special agent	Fe
ol Levitan	Special agent	Fe
arris Litowich	Special agent	
K. MacKenzie	Special agent	
hos, H. MacNichol	Special agent	
hos, Malone	Special agent	
Michaelson	Special agent	. Fe
J. Millard F. Miller	Special agent	
. F. Miller	Special agent	Fe
. W. Millerd	Special agent	
on E. Mowry.	Special agent	Fe
has, A. Myers.	Special agent	
eter O. Nelson	Special agent	
C. Newby	Special agent	.i Fe
ohn O'Keefe	Special agent	
l. Osmunson	Special agent	
ohn J. Oswald	Special agent	Fe Fe
ug. Peterson	Special agent	
Pierce	Special agent	
seph Pollak	Special agent	. Fe
H. Kieck	Special agent	
E. Risinger	Special agent	
E. Ritchart	Special agent	
F. Runkle W. Sanborn	Special agent	
M. Sardeson	Special agent	
W. Scoon	Special agent	
o. A. Shaughnessy	Special agent	
C Shorman		
D. Siewert	Special agent	
an A. Sleeper	Special agent	
arrand Speder	Special agent	
b. Tallman	Special agent	
D. Tallman	Special agent	
. reasonie	Special agent	
Thieman	Special agent	
H. Thompson	Special agent	: ==
R. Thurstondam Trester	Special agent	
m. Weaver	Special agent	Fe
ax Weyemann	Special agent	
F. Wheeler	Special agent	
M. Whitley	Special agent	
. Wiesner	Special agent	
D. Williams	Special agent	
has, E. Witt		Fe

104 REPORT OF THE STATE CIVIL SERVICE COMMISSION.

WISCONSIN LIVE STOCK BREEDERS' ASSOCIATION.

Name.	Position.	Com- pensa- tion.
	Disbursing Board.	
J. C. MacKenzie	State board agriculture Pres. live stock breeders' association Head dept. animal husbandry, U. of W	
	Exempt.	Per mo.
Geo. C. Hank	Stenographer	\$ 50.00
R. W. Rowlands	Field directorPer day	5.00

UNIVERSITY.

Name.	Position.	Com- pensa- tion.
346 positions. Professors and Scientific	Unclassified. Staff. Monthly Salaries.	
110100010 110100010	Exempt.	Per mo.
M. E. McCaffrey Henry Albrecht F. G. Babcock. Harry A. Bellows Anthony Berg E. A. Bergstein W. D. Bliss. Louis H. Blick. Frieda Boss Ray Brassure Ida M. Breitkreutz Gilbert Brereton Ruth Brereton R. E. Brosure R. C. Buerki V. R. Buxton J. B. Cahill Mary A. Cook Leo V. Cowin R. R. Crosby L. Davies Dan E. Davis Margaret Davis H. L. Debbink H. H. Douglas Chas. S. Duke W. G. Erdman Anna Fleming J. A. Fletcher Melville Fox F. R. Fuller B. M. Gile B. M. Gile B. M. Gile B. M. Gile B. M. Gile B. M. Gile B. M. Gile B. M. Gile B. M. Gile B. M. Gile B. M. Gile B. M. Gile	Sec. Bd. Regents. Per month Student janitor Per hour Clerk (Agr. Econ.) " Student assistant " Student assistant " Tank attendant " Student assistant " Student assistant " Student assistant " Student assistant " Student assistant " Student assistant Per hour Student assistant "	\$225 .00 .25 .25 .25 .20 .25 .20 .25 .20 .20 .20 .20 .20 .20 .20 .20 .20 .20 .20 .20 .20 .20 .20 .20

Name.	Position.	Com- pensa- tion.
•	Exempt.	
Eugene Habermann	. Student assistant . "	\$0.2
1 ctor Habermann	. Student assistant "	8.0
Lactor Habermann	Student assistant " Student assistant "	2
Mary Howard	. Student assistant "	.2
A my G. Hoyt F. A. Hubbell Griffith Jones	. Assistant "	. 2
- A. Hubbell	. Student assistant "	. 3
Carlinth Jones	. Student assistant—	.2
D. Juday	agric. econ " Student assistant"	.2
N. D. Juday Alter Juve	. Laborer "	. 22 1
Amelia Kleinheinz	· Clerk	.1
Paul Lillard	· Student assistant "	.3
Frances Link	Draftsman "	.2
Henry Lunz	Student assistant " Student laborer"	. 2
Patan McGilvary	· Laborer (R. & G.) . Per day	1.5
Wm McMusray	Student assistant. Per hour Student assistant.	.1 .2
Matt McMurry	Carpenter—student "	.3
Ada N. Martin	· Clerk—student "	.2
A nelia Kleinheinz H. L. Lawson Paul Lillard Frances Link Henry Lunz Patan McGlivary Morland McMurray Wm. McMurray Matt McMurry Ada N. Martin Robert Meisekothen F. B. Morrison	· Student assistant "	20.2
Frank Mussell	Student assistant	60.0
Ben I. Nelson	Student janitor Per hour Student assistant	.2
O. M. Nelson	Student assistant "	.2
Raymond F. Nelson	· Student assistant	.2
Robert Meisekothen F. B. Morrison Frank Mussehl Ben L. Nelson O. M. Nelson Raymond F. Nelson Carl Neprud CM. Peterson Susannah Onale	Student assistant	.2
Susannah Quale	Copyholder—student	.2
M	Copynoider State	. 3
Fwin F. Rau	Student typist Ass't librarian	. 3
M. Ray	Ass't librarian	.2 .2
P. Robotka	Student assistant Student stenographer	. 3
H. M. Root	Storeroom attendant	. 2
F. Rather Erwin F. Rau J. M. Ray T. Ray F. Robotka H. M. Root Paul C. Rouzer A. Randa	Student assistant	2
B. Sarkis		50 .0
D =	neering	. 2 . 5
D. F. Schindler	Student assistant Student assistant	. ō . 2
A. Schoenfeld	Student assistant	. 4
A. Schoenfeld		70.0
Andrew Seifert	Ass't librarian(hr.)	.2
P. M. Stachla	Ass t librarian	.2
Hazel Te Selle	Student assistant (mo.)	6.0
A. Schoenfeld Andrew Seifert A. A. Sliwinski D. A. Sliwinski Hazel Te Selle E. Thayer B. Thayer B. Thayer B. Thayer B. Thayer	. Stenographer-student (hr.)	. 4
Jas Wehrwein	Student assistant	. 2
P West	Student assistant	.2
as H. Weir. P. West. J. Williaman Robert Wilson	Tank attendant	. 2
tobert Wilson	. Janitor—studen (wk.)	3.5
Arth Wright	Student ass't agr (hr.)	.2
van Wright		. 2
H	Noncompetitive.	
C. Bumpus	. General manager	416.7 108.3
D Hiestand	Bookkeeper	$\frac{108.3}{250.0}$
Henry A. Magill	Nightwa ch—Chadbourne	200.0
		55.0
I. Dors Stecker	Stenographer	65.0
	. Matron	100.0 70.0

Name.	Position.	
·	Competitive.	
A m. 4 m. m. m	-	
Andersonbhn Anderson	Carpenter	
	Carpenter	
m. Appuhn	Janitor	
E Relley	Sup'r dairy tests(da.)	
v Balliette		
irgaret Barry	Clerk	
F. Bart	Clerk	
as. Batty	Janitor	
sie Baudler	Clerk	
mund Bethke	Foreman	
E. Rilkov	Supr dairy tests(da.)	
hn Anderson	Sup'r dairy tests(da.) Sup'r dairy tests Sup'r dairy tests Painter	
rman Boldt	Painter(hr.)	
hn Bolzthn R. Bormett	Janitor . hr.)	
m Boyle	Carpenter (R. & G.).	
thur Blumenstein chael Burke xxis F. Brady ssie Brand	Janitor	
chael Burke	Fireman	
ssie Brand	Janitor(da.) Clerk, school of music	
F. Brazee	Foreman, borticulture de-	
Admitted G. Brown A.	nantmant	
toinette G. Brewster	Clerk Carpenter	
M. Bridgeara_Brinkhoff	Stenographer	
o. Brown C. Budd	Janitor	
C. Budd	Janitor	
llie Butlerlw. G. Carmen	Foreman Hill farm, house	
_	and	
B. Carter	Sup'r dairy tests(da.)	
lah Chandler	Stenographer	
B. Charles	Janitor	
ank Chech	Electrician(hr.)	
E. Christianson vid Clapp trick Clerkin nry Clifcorn hn H. Clark Cohen	Field manager	
trick Clerkin	Janitor, chemistry bldg. Janitor Engineer Sup'r dairy tests (da.) Night janitor	
nry Clifcorn	Engineer	
Cohen	Night ignitor	
ry Coleman	stenographer and clerk	
o, T. Collins.	Clerk	
as. O. Covne	Stenographer and clerk Carpenter	
ry Coleman o. T. Collins bite Cooper as. O. Coyne e Cramer	Sun r dairy tests	
tuu Cuitie	Stenographer	
J. Dahl	Sup'r dairy tests(da.) Stenographer	
ibel Damp	Clerk and stenographer	
se Deming	Stenographer (br)	
rı D. Dietrich	rireman	
ances Dahmen thel Damp se Dening rl D. Dietrich O. Docken hn Doescher	Janitor	
AND ADOME TO	Carnenter	
nnie Dokken	Stenographer Carpenter	
ed Dolen o. C. Elliot omas Ellis	Carpenter(hr.)	
omas Ellis	Engineer	
on Emery	Engineer Steam fitter Stenographer and clerk	
nes Esser	Stenographer and clerk	
D. Esser. A. Eyans.	Policeman Salesman—dairy Stenographer	
uise Evanson W. Farlin	Stonographon	
mise Evanson		

Name.	Position.	Com- pensa- tion.
	Competitive.	
Anna Fiedler	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Per mo.
Anna Fiedler	Stenographer	\$85.00 .37
Philip Franzen	Carpenter(hr.) Painter	.35
Christ Forsyth Philip Franzen Jennie Friedland	Stenographer Architect and sup't construction Stenographer Bursar Janitor	72.50
A. F. Gallistel	Architect and sup't con-	
11 0.11.1	struction	120.00
Alma Geldel L. Gilbert	Stenographer	50.00
Gottschall	Bursar	125.00 55.00
iertmule (inim	Clerk	25.00
amuel Gyles rna Hoffman	Carpenter (hr)	32
rna Hoffman	Stenographer (wk.) Stenographer Foreman	12.00
ertha Hammond C. Hansen R. Hanson dith Harlacher Cone Hartmen	Stenographer	55.00
P Henson	Foreman	70.00
dith Harlacher	Stanographer and clark	. 39 95 . 00
eone Hartmen	Stenographer	50.00
	Sup'r dairy tests(da.)	2.00
artin Heggen	Painter (hr.)	.40
ueo, Hegland	('arpenter (da.)	1.75
Hus Hanning	Janitor	60.00
hes, Hegland has, Helm lins Henning ell Griffith linsbeth Henwood	Foreman Mechanician (hr.) Stenographer and clerk Stenographer Sup'r dalry tests (da.) Painter (hr.) Carpenter (da.) Janitor Plumber Clerk	83.33 80.00
Izabeth Henwood	Bookkeeper	80.00
a Herfurth	Executive clerk	133.33
a Herfurth	Clerk Bookkeeper Executive elerk Stenographer Mechanician	60.00
S. Hippie	Mechanician	85.00
tri A Holm	Carpenter	75.00 .37
as, Hooper	Steam fitter	80.00
ra D. Howard	Stenographer	45.00
S. Hipple hn Hoffman ari A. Holm as. Hooper as. Hooper ara D. Howard G. Huebner	Steam fitter Stenographer Plumber	100.00
o. Hutton casas	Superintendent of larm	90.00
I. Johnson	Carpenter	. 35 . 35
I. Johnson ary Johnson Johnson Ttle Jones Innic Kelley ara Kellogg abel Kelly Ettie Kelly Ina M. Ketchum	Clerk	25.00
Johnson	Carpenter(hr.)	. 35
rtle Jones	Clerk	50.00
and Kelleg	Stenographer and clerk	63.00
abel Kelly	Stenographer Clerk Clerk Typist	60.00 25.00
ettie Kelly	Clerk	40.00
alia K. Ketchum alia Kinney enry Kissinger Gelaide Kleinheinz	Typist	45.00
alla Kinney	Stenographer and clerk	75.00
delaide Kleinheing	Foreman	60.00
onica Kleinheinz	Stenographer and clerk	60.00 65.00
Oyal Klofanda	Sup'r dairy tests(da.)	2.00
cob Kolb	Greenhouse foreman	60.00
M Kwell	Supr dairy tests(da.) Greenhouse foreman Carpenter (hr.) Supr dairy tests(da.) Clerk	. 35
ladys Lampert	Supr dairy tests(da.)	2.00 34.00
Ustave Larson	Laborer	50.00
ary J. Lavin	Clerk	30.00
dw. J. Law	Assistant draftsman	50.00
ames K. Law	Draftsman sup't of cons't	120.00
elena Leute	Stonographor	2.00 68.33
enry Kissinger Cleiaide Kleinheinz onica Kleinheinz oyal Klofanda acob Kolb Le Korchino M. Kroll ladys Lampert ustave Larson ary J. Lavin dw. J. Law ames R. Law adrew Leitzke elena Leute uth Leutscher	Draftsman sup't of cons't Sup'r dairy tests(da.) Stenographer Clerk	35.00
laf Lindgren	Head carpenter(br.) Carpenter Clerk	. 60
am H. Longfield	Carpenter	42,00
w. Loren	Clerk	45.00
uth Leutescher laf Lindgren au H. Longfield W. Lorgan sell Lorigan	Stenographer	43.00
E. Lund	Pump house attendant	40.00 65.00
Walter Lyford	Pump house attendant Electrician	75.00
enerieve Lottes E. Lund Walter Lyford Margaret Lynch Nettie Lyons W. McClelland W. McConnell	Stenographer	63.00
Nettie Lyons	Stenographer	53.00 55.00
	Janitor	

Name.	Position.	Com- pensa tion.	
	Competitive.		
	<u> </u>	Per n	
rs. Flora McCranner	Clerk Stenographer (hr.) Foreman	\$35.0	
m. McFetridge	Stenographer(nr.)	75.0	
		50.0	
celia McGuan	Stenographer	60.0	
izabeth McKee	Stenographer Filing clerk Clerk	70. 83.	
net D. McKinney	Filing clerk	25.	
llian Marks	Stenographer	65.	
stella Martin	Stenographer Clerk Clerk	25.	
eorgia Martin	Clerk	83.	
seelia McGuan lizabeth McKee thel D. McKinney ary McNulty llian Marks stella Martin sorgia Martin B. Merrick line Merz	Accountant	81. 68.	
era Messer	Stenographer and clera	55.	
F. Messner	Sup'r dairy tests(da.)	2.	
. E. Meyer	Sup'r dairy tests(da.)	2 .	
nne nerz Fra Messer F. Messer E. Meyer ed Millard bn Miller	Painter(hr.)	55.	
nisy Miliwalu	Accountant Stenographer and clerk Stenographer Sup'r dairy tests (da.) Sup'r dairy tests (da.) Painter (hr.) Janitor Ass't University Editor	60.	
cavier Mineau	Janitor Carpenter	60.	
ank Moll	Carpenter	75. 60.	
ary R. Moran T. Morgenson rs. Elsie Morrison Morschhauser	Stenographer and clerk	60.	
rs. Elsie Morrison	L'd accietant	70.	
Morschhauser		55	
illis Morse	Janitor	60 55	
wrence R Murnhy	Sun's deleg tosts (de)	2	
wrence R. Murphyving Mutchlersie M. Nebel	Janitor Poultry foreman Sup'r dairy tests(da.) Chief carpenter Stenographer Stenographer Housekeeper Janitor	108	
sie M. Nebel	Stenographer	40	
alth Nelson	Stenographer	45 30	
dith Nelson rs. Newcomb . Newcomb	Innitor	50	
rank Nickorgon	Storeroom tierk	53	
ona B. Nickerson		45 45	
ona B. Nickerson Parl J. Nickerson Incent Norris	Clerk	25	
ella O'Neill	Clerk	25	
cella O'Neill arence Onsrud	Clerk Clerk Clerk Clerk Sup'r dairy tests (da.) Janitor	_2	
rthur Otis	Janitor	55 60	
renest Osterfund rthur Otis iward Otis H. Ouimette arry E. Parsons H. Paulson	Janitor	55	
H. Quimette	Supr dairy tests(da.) Foreman substation Clerk	2	
arry E. Parsons	Foreman substation	60 50	
rthur Peabody	Architect	250	
rthur Peabody m. Peterson	Foreman	75	
argaret Petran erton E. Petrie	Stenographer	50	
C. Pfanku	Sup'r dairy tests(da.) Stenographer and clerk	50	
arence Pharo	Foreman steam fitters	95	
Prry Pharo	Fireman	70	
P. Plummer	Sup'r dairy tests(da.)	50 50	
icius I. Post	Janitor	53	
M. Post	Mechanician	108	
r. Fummer ossie Polley 1cius I. Post M. Post m. Post sie Reiman	Elevator man	55	
tto Reinking	Stenographer	50 2	
tto Reinking C. Rice atilda L. Rinder	Elevator man Stenographer Sup'r dairy tests(da.) Janitor	50	
atilda L. Rinder	Clerk	60	
J. Kitger	Clerk Clerk Supr dairy tests(da.) Stenographer Janitor	60	
elen Ross	Sup r dairy tests(da.)	50	
arence Rowley	Janitor	85	
J. Ringer. J. Ritger. ee M. Roderick. elen Ross arence Rowley ay Sage as. A. Sakrison	Stenographer Accountant Cook, pastry Carpenter	65 100	
nas. A. Sakrisonary Sale	Accountant	100	
alvor Sale E. Sandberg		50. 75.	

Name.	Position.	Com- pensa- tion.
	Competitive.	
	_	Per mo.
rd	Stenographer and clerk	\$100.00
મું		80.00
elzer	Clerk	60.00 55.00
der		85.00
1	Foreman, grounds	65.00 75.00
	Stenographer	60.00
	Clerk	50.00
<u>.</u>		1.50 83.33
'T	Clerk and bookkeeper	50.00
		60.00
h	Sun'r dairy tests (da.)	2.00
	Chief onorging engineer	150.00 72.50
	Stenographer	72.50
rfeld	Mechanician(hr.)	. 40 . 37 1/4
n	Inniter	65.00
		55.00
cky	Stenographer	50.00
an	Stonographer	65.00
n	Sup'r dairy tests(da.)	2.00 .37 1/2 50.00
on	Carpenter (hr.)	50 00 1 2s
nes	Electrician	116.66
Thompson	Trained nurse	50.00
son		. 34
r	Janitor	55.00
ey	Clerk and tpyist. Sup'r dairy tests(da.)	50.00
n	Sup r dairy tests(da.)	$\begin{array}{c} 2.00 \\ 120.00 \end{array}$
		70.00
yman	Trained nurse	50.00
neaure	Stenographer and clerk	75.00
lrich	Sup'r dairy tests (da.)	2.00
er h	Stenographer and clerk Clerk	60.00 15
oon	Stenographer	30.00 50.00
in	Stenographer	30.00
en	Carpenter (hr.)	. 37 1/2 55 . 00
Wedepohl	Night wa chman	55.00
wedeponi	Steam fitter	80.00 50.00
(h	Janitor Engineer	80.00
1	Sup'r dairy tests(da.)	2.00
son	Secretary to President	116.66
tt	Janitor	60.00
•••••	Superintendent dairy tests	2.00
	Carpenter(hr.)	. 37 1/4
ms	Stenographer	60.00
	Fireman	70.00
e	Steem fitter	70.00
	Stenographer	55.00
pf	Stenographer Sup'r dairy tests(da.) Ass't dairy tests	2.00 40.00
pt	Janitor	55.00
***************************************	Labor.	1
enbert	Plumbers' assistant	25.00
	Laboratory helper	55.00
	Teamster	45.00
nderson		50.00 10.00
30n	Special waitress (da.)	1.50
n	Houseman	50.00
trong	Special waitress (da.) Farm laborer (da.)	1.50
lomew	Farm laborer (da.)	1.75

UNIVERSITY—Continued.

Name.	Position.	Com- pensa- tion.
	Labor.	
	i	Per mo.
ohn Banks	Drayman	\$65.00
ohn Banks	Laundress	40.00 45.00
Benson	Farm laborer	48.00
A. Benson Ars. Cora Bernhard A. Beyler	Laborer, farm	35.00
A. Beyler	Laborer	.22
	Waitress	18.50
ennie Blankenneim	Waitress	30.00 56.00
feinie Blankenheim ottie Blankenheim Jaggie Bond	Chargeman (hr.)	.10
lara Breitenbach	Charwoman(hr.) Waitress	25.85
lagge Bond Clara Breitenbach Pecil Britt	Tool room attendant	20.00
Cecil Britt	Laborer	50.00
form Promis	Kitchen helper (wk.)	6.00
Mary BrownBert Butler	Laborer Kitchen helper (wk.) Waitress (da.) Teamster	1.50 50.00
aesar, Frank Tony Caparoni Fred Carpenter	Laborer (hr.)	. 22
Cony Caparoni	Laborer (hr.)	. 22
red Carpenter	Teamster	50.(N)
. W. Cherry	Blacksmith(hr.)	.50 45.00
ohn Connors	Laborer	70.00
Bernice Crosby	Waitress (wk.!!	5.27
telen Crosby	Waitress (wk.) Waitress (wk.)	5.25 5.25
Alice Cummings	Special waitress (da.) Special waitress (da.) Special waitress (da.)	1.50
Japanet Curtin	Special waitress (da.)	1.50 1.50
Audrey Davenport	Inhoratory belief (de l	35.00
dargaret Curtin udrey Davenport V. W. Deards D. J. Delwiche	Laboratory helper(da. Laborer	60.00
). J. Delwiche	Assistant	83.33
Vm. Diebold ohn Donohue	Teamster	55.00 .22
A. Duffy '. H. Edwards Irs. A. Fadne	Laborer(hr.)	.40
'. H. Edwards	Blacksmith(hr.) Laborer and team(hr.)	. 4 0
Irs. A. Fadner	Hall(wk.)	
a Vern Fish	Hall(wk.)	10.00
W. Fox	Laborer	45,00 60,00
W. Fox W. Fox	Assistant dairyman	83.33
larry Frank	Teamster	50.00
larry Frank ohn Froelich '. Fuss	Laborer (hr.)	. 20
izzie Fuss	Laborer	23.80
dzzie Fuss 'elia Ganser	Pastry cook assistant	23.80
'auline Ganser	Pastry cook assistant Waitress	18.50
E. F. Geneteskie	Laborer	48.00
.con Geuneuse	Laborer	23.80
lose Gorman	Dish washer	23.80
tose Gorman W. Goth Iary Grasser	Laborer	50.00
lary Grasser	Janitress	38.0
(innable)	lanudrus (no.	.07
ieo, T Tyte Lugusta Haak	Charwoman (hr.)	50.00
ohn Haak	Laborer	50.0.0
Katherine Hahn V. Hammersley Bertha Hansen	Assistant cook	23.80
V. Hammersley	Laborer	60.00
Serua Hansen	Assistant pratry cook (wk.)	7.00
'arl Hansen		60.00
ena Hanson ena Hansen	Waitress Ironer	23.00
ena Hansen	Ironer	23.80
Cli Hark	Laborer	25.00
t. L. Hatch	Laborer (hr.) Janitress Teamster	25.00 45.00
		19.50
Rose Hein	Kitchen beider 1	136 . 217
tose Hein Sophis Henning as, Herrlein	Kitchen helper lroner Laborer (hr.)	29.30 29.30

UNIVERSITY—Continued.

Name.		Position.	Com- pensa- tion.
		Labor.	
		(h-)	Per mo.
lsenhoff	• • • • •	Laborer (hr.)	\$0.20 40.00
odge		Assistant storekeeper	. 22 1
•		Janitor	35.00 18.50
nan		Teamster	50.00
warth		Farm laborer	48.00
ce		Teamster	50.00 _1.50
sen		Laborer	50.00
en	: : : : :	Assistant janitor	35.00
Jackson		Kitchen helner	$\frac{6.00}{35.00}$
son		Assistant janitor. (wk.) Kitchen helper. (wk.) Waltress (wk.)	5.25
ner		Charwoman Messenger	25.00
sten		Assistant sheep barn	25.00 45 .00
st	• • • • •	Swine herdsman	60.00
nheinz	: : : : :	Special waitress(da)	1.50
nheinz		Driver	45.00 50.00
ter ndauer		Laborer	10.50
ink		Messenger(hr.)	.30 4.50
		Janitress	35.00
ngfield	• • • • • ¦	Machinist(hr.)	. 25
eman		Janitress	35.00
abe	!	Laborer	. 20 . 22 t
sky onville	· · · · ·	Laborer	48.00
noney		Swine herdsman Special waitress (da) Laborer Driver Laborer Messenger (hr.) Janitress Machinist (hr.) Janitress Laborer (hr.) Laborer (hr.) Laborer (hr.) Laborer (hr.) Laborer (hr.) Carmer (hr.)	48.00
1еў		Waitress	$\begin{array}{c} \textbf{35.00} \\ \textbf{18.50} \end{array}$
ews		Head tenmster	58.00
deyer		Farm laborer	$\frac{45.00}{70.00}$
œn	!	Horseshoer Laborer Cook's helper (wk.) Waitress Page	50.00
	• • • • • !	Cook's helper(wk.)	7.00
nson ll	1	Waltress	$\frac{24.00}{35.00}$
11	'	Charwoman Helper	35.00
		Helper	55,00
lyer	: : : : :	Assistant cook	23 .00 35 .00
eman	!	Cook	50.00
fg rg		Laborer	$\frac{1.75}{1.75}$
lge		Laborer (da.) Farm hand (da.) Assistant dairy barn	45.00
lahl		Ironer, Chadbourne Hall	
lahi		Laundross Chudhonras	5.00
		Laundress, Chadbourne Hall (wk.)	6.75
O'Rourkerheld		Janitress	25.00
φ	١ ١		$\frac{.25}{.224}$
Pape		Laboratory attendant Laborer, Spooner	35.00
Preson		Laborer, Spooner	50,00
• • • • • • • • • • • • • • • • • • • •		Waitress Lathron Hall	23.80
		Waitress, Lathrop Hall (wk.) Laborer (harwoman (hr.) Kitchen helper (wk.) Office boy (wk.)	5.75
rs		Laborer	50,00
e		Kitchen helper	. 20 4 . 50
		Office boy	30.00
nenberg mussen		Special waitress (da.) Teamster	1.50
Redders		Laborer, farm	50,00 48 ,00
ers		Laborer	45.00
Reinholdt	'	Charwoman	35.00

112 REPORT OF THE STATE CIVIL SERVICE COMMISSION.

UNIVERSITY—Continued.

Name.	Position.	Com- pensa- tion.
	Labor.	
_	i	Per mo.
Emma Rockney	Waitress	\$18. 50
ers. Rachel Rogers	Charwoman(hr.)	.20
Anna Ruby	Dish washer(wk.)	4.25
Susan Samuel, Mrs	Extra help(da.)	1.50
Jarvey Sandell	Assistant, soils	75.00
Almira Sauven	Waitress	43.45
ena Schmitz	Waitress	24.00
I. Schofield	Laborer	55.00
dwin E. Schroeder	Assistant dairy barn	45.00
ouise Schubring	Special waitress (da.)	1.50
ohn T. Schwab	Laborer	50.00
eila Seward	Checker	17.45
. Shaw	[Laborer (da.)	2.00
asper Shaw	[Laborer	2.00
. Snaddon	Laborer	53.00
heodore Southwick	Messenger	20.00
I. Steffen	Drayman	65.00
an Sullivan	Plumbers' helper(hr.)	. 22
lary Sutton	('harwoman	35.00
race Talmer	Waitress(wk.)	4.25
F. Thibodeau	Laborer	48.00
osephine Toellner	Charwoman(da.)	1.50
Iannah Tveit	Dishwasher (wk.)	5.00
Iargaret Vosen	Assistant Janitor	25.00
H. Voss	Teamster	18.50 50.00
ohn A. Waegli	Laborer	55.00
illa Walser	Waitress	18.50
nna Washa	Waitress	18.50
lsie Washa	Waitress	18.50
Irs. A. E. Washington	Charwoman	35.00
ames N. Waters	Laborer	45.00
sther Wattawa	Waitress(wk.)	5.25
atherine Wattawa	Waitress(wk.)	5.25
aroline Webb	Charwoman	35.00
arl Wehner	Assistant storekeeper	45.00
has. Westerberg	Laborer(hr.)	. 20
lex. Winquist	Laborer	2.35
eona Woehner	Assistant cook	28.15
aymond Woodard	Laundry boy	25.00
ouis Zerbel	Field foreman	18.00
eo. Zurian	Shop assistant	50.00

AL AND CHARITABLE INSTITUTIONS.

TATE SCHOOL FOR BLIND-JANESVILLE.

Name.	Position.	Com- pensa- tion.
	Unclassified.	Per mo.
· · · · · · · · · · · · · · · · · · ·	Superintendent	\$166.67
	Noncompetitive.	ì
erson	Orchestra teacher Ass't steward	
	Work teacher	45.00
gmann hard		50.00
	Principal	! 55.00
dson	Boys' supervisor	35.00
les		15.00
	Girls' supervisor	35.00
n		
nes		50.00
		en 5.00
rath		45.00
ent	Literary teacher	45.00
ns		35.00
		45.00
e		45.00
	Competitive.	1
l	Fireman	55.00
		60.00
nith		
	Labor.	
•	Laundress	20.00
erson	Chambermaid	
e	Dining room	20.00 18.00
ine	Visitors' attendant	13.00
	Kitchen helper	18.00
n		
	Janitress	18.00
••••••		25.00
r	Dining room girl	18.00
n	Cook	25.00
e		45.00
ourke	Kitchen girl	18.00
:		18.00 30.00
• • • • • • • • • • • • • • • • • • • •	Janitress	18.00
• • • • • • • • • • • • • • • • • • • •		35.00
• • • • • • • • • • • • • • • • • • • •	Dining room girl	18.00

114 REPORT OF THE STATE CIVIL SERVICE COMMISSION.

STATE SCHOOL FOR DEAF-DELAVAN.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
E. W. Walker	Superintendent	Per mo \$183.3
•	Exempt.	
Nellie M. Passage	Stenographer	36.0
9	Noncompetitive.	
J. C. Eckert	Fanaman asmantan ahan	85.0
E. D. Fiske	Ass't steward Boys' supervisor Teacher Teacher Teacher Teacher Teacher Teacher Teacher	60.0
Phillip Ling W. A. Cochrane	Boys' supervisor	50.0 12 0.0
H. A. Congdon	Teacher	105.0
H. A. Congdon	Teacher	45.0
Stella Fiske	Teacher	70.0
Selith Fisher Mary D. Fonner Mary Fossan Frances E. Fowler	Teacher	50.0 75.0
Mary Fossan	Physical director	10.
Frances E. Fowler	Teacher	70.
rrances E. Fower W. F. Gray Thos. Hagerty Thos. Hagerty Ethelwyn Hammond Clara Henderson Almire I. Hobart	Teacher Physical director Teacher Teacher Gymnasium director Teacher Teacher Teacher	120. 105.
Phos. Hagerty	Gymnasium director	10.
Ethelwyn Hammond	Teacher	60.
lara Henderson	Teacher	60. 75.
Paul Lange	Teacher	110.
F. C. Larsen	Foreman-printing shop	100.
Amire I Houset Paul Lange C. C. Larsen Philip Ling Mrs. Dora Lowe C. J. Neesam	Foreman—printing shop Boys' supervisor Teacher Teacher	50. 6 5.
J. Neesam	Teacher	90.
		120.
Jouis Sheron	Foreman—shoe shop	65.
Louis Sheron Elsie M. Stanke I. V. Taylor	Foreman—shoe shop Teacher Teacher (Cadet) Teacher	75.0 35.0
averne Taylor Anita II. Wells Aatherine Williams Catherine Williams	Teacher	25.0
Anita II. Wells	Teacher	45.0
Satherine Williams	Teacher Milliner	65.0 10.0
Mary Williams	Teacher	70.0
Matie Winston	Teacher	70.0
	Competitive.	
Elmer Cahill	Ass't engineer	60.0
Milie Cannon	Acct matron	35.0 10.0
ohn Gever	Ass't engineer	45.0
lary Fossan John Geyer Cheodore Gilbert	Physical director (extra) Ass't engineer Engineer Baker	75.0
Grnest La Fave	Baker	60.0 45.0
Crnest La Fave	Matron	10.0
	Labor.	
Imma Chort	Usher	18.0
Annua Chort acob Cohn Torence Coulthard Stidget Dievensey Luna Einolf Tank Evans Aura Evans	Laborer Pupils cook Waitress Ironer	10.0
Bridget Dievensey	Waitress	23.0 17.0
nna Einolf	Ironer	22.0
rank Evans	Karuman	35.0
	Boys' nurse	24.0 36.0
artruda Elechar	Girls' nurse Seamstress Superintendent's cook Watchman	94 0
lary Fossan	Seamstress	20.0
111 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Superintendent's cook	20.0 40.0
ntoinette Fuder		•0.0
ntoinette Fuder		16.0
ntoinette Fuder Vm. Grenier fartha Hartwig Vm. Henchell	Laborer	16.04
fary Fossan ntoinette Fuder Vm. Grenier fartha Hartwig Vm. Henchell faria Marti	Laborer	16.04 30.04
	Laborer Laundress Chambermaid Chambermaid	16.0 30.0 19.0 12.0 16.0
ntoinette Fuder Vm. Grenier Jartha Hartwig Vm. Henchell Jaria Marti Jabel Nelson Juth Rockwood Vdia Sabien Ja Sundstrom	Laborer	16.00 30.00 19.00 12.00 16.00 18.00 25.00

HOME FOR THE FEEBLE-MINDED.

Name.	Position.	Com- pensa- tion.
W. Wilmarth	Unclassified. Superintendent Exempt.	Per mo. \$208.3
Tapper	Stenographer	30.00
	Noncompetitive.	
Agnew Albright Gertrude na Berg ssie Bergum Birmingham et Blair um Blumhardt Gergene Grandon Brimer Carpenter Clark Connell Cye Danielson Durrant Eggers merick rd cline Finch Fraker amper saney Gebhard Greenwood L. Haley anson Enson Hass Gertrude Hass Gertrude Gerene Geney Genene Genene Genene Greenwood L. Haley Anson Hass	Attendant Attendant	24.0
layward. M. Heatlie. P. Hebert. glmeler	Ass't steward Attendant Attendant	85.00 25.00 25.00
e Hemsen Ilian Hill Hobbs Joffman Turtgen	Attendant Attendant Attendant Attendant Attendant Attendant Attendant	25.0 23.0 26.0 26.0 23.0 30.0
Ickstatdohnson	Attendant Attendant Attendant Attendant	30.0 25.0 25.0 25.0

116 REPORT OF THE STATE CIVIL SERVICE COMMISSION.

STATE HOME FOR THE FEEBLE-MINDED—CHIPPEWA FALLS:

Name.	Position.	Com- pensa- tion.
	Noncompetitive.	Per me
lith_Klund	. Attendant	\$25.0 20.0
ith Klund	. Attendant	20.0
rl Kopplin	. Attendant	26.0
ona Kraemer	Attendant	24. 24.
llian Kuhn igenia La Plante	Attendant	25.
icy Lightbody .	Attendant	22.0
T. Linnell	Attendant	28.
ey Lightbody . T. Linnell . s. A. T. Linnell .	Attendant	24. 26.
ank Lubs	Attendant	30.
rah A. Lucasank McCann	. : Attendant	25.
ank McCann	. Attendant	31.
lu McCann	. Attendant	26. 27.
s. Mattie McDermaid	Attendant	25.0
ace McClellan s. Mattie McDermaid s. Nellie McGoorty	. Attendant	25.
		26.
la Martin	Attendant	27. 26.
na Mahal a Martin se Martin	Attendant	25.
se Martin llita Merrill s. O. Mitchell.	Attendant Attendant Attendant Attendant	25.
s. O. Mitchells. L. Murphy	. Attendant	24.
Murphy		30. 31.
t. O'Rourke	Attendant	30.
t. O'Rourke	Attendant	30.
rumn Patience	Attendant	2 5.
tumn Patience orence Perry se Petska	Attendant	25. 21.
ward Puni	Attendant	2 5.
C. Raymond	Attendant	31.
nnah Reisdorfer	Attendant	23. 29.
rtha Rickert	Attendant	30.
rtha Rickert s. Anna Roberts.	Attendant Attendant Attendant Attendant	25.
nma Roycraft	Attendant	25. 25.
try Scheidler	Affendant	25. 25.
rv Schmitz	Attendant	25.
Se Scholl	Attendant	27.
se Scholl na Schroeder s. Hattie Searles	Attendant	27. 40.
mice suitts	Attendant	25
ıma Solberg	Attendant	28.
Wm. Sosinsky s. Edith Stickney	Attendant	29. 25.
ura Toutant	Attendant	25.
ıma Tschopp	Attendant	25.
nma Tschopp ne Ulrich na Villemont	Attendant	24. 25
ry Vosburg	Attendant	25. 27.
ona Wooley	. Attendant	22.
rtrude Yaeger	. Attendant	25 .
s. Addie Williams	Attendant	30.
	Competitive.	
uis Altman	Band teacher	40.
. A. L. Beierlde E. Bryan	Physician—1st ass't	125.
rman Rusch	Carnenter	33. 75.
hn Costerisan rnt Dahley etta E. Dalton	Shoemaker Baker	58.
rnt Dahley	Baker	70.
etta E. Daitonseph Fox	Fireman	35. 35.
. C. A. Frost	Physician—2d ass't	100.
A. Gavnor	Teacher	47.
nma Grab sie Hazen	Teacher	33.

HOME FOR THE FEEBLE-MINDED-Continued.

Name.	Position.	Com- pensa- tion.
	Competitive.	 Per m
oe Hebert		\$50.
Irs. S. J. Jenkins		45.0
mma Johnson		40.
essie Kidd		30.
7. W. Kinyon	. Head farmer	70. 45.
Mahoney		60.
rank Malik		45
aoul Mercier		2.
artin Peterson	. Foreman—grounds	75.
artha B. Rhodes		
udolph Schmutz		
rs. W. R. Taylörrs. M. R. Volght		40. 35.
	Labor.	
. S. Capstick		47.
ve Connell		35.
s. Crowley		44.
alvor Gregerson		2.
im. Hearn		35.
ohn Hopkins		30
ettie Kane		30
ans Karlsrud	. Teamster	50.
Metzenbaugher	. Farm assistant	30.
ert Michaud	. Dairyman	52.
ter Murphy	. Laborer with team	3.
ilice Peloquin	. Laborer	3.
ns C. Peterson	. Farm assistant	43.
ank Redman		45.6 42.6

Extra Occasional Help.

	Competitive.	Per day
d. Barrett		
Bohnert		\$ 5.0
Cichard Grant	Mason	5.0
hos. Tibbets	Painter	2.
lfred Williams	Carpenter	2.
•	Labor.	
Scar Bjork	Laborer	2.3
eo. Brewster	Teamster-laborer	3.3
1. Colin	Laborer	2.
m. Cornalia	Laborer	3.
H. Dorland	Ass't carpenter	3.
m. E. Dorland	Ass't carpenter	3.
Thos. Duncan	Plumber's helper	2.
Oriah Fowler	Ass't carpenter	3.0
Vm. Fowler	Laborer and team	3.
atus Gonyea	Laborer	1.
Ole Gunderson	Laborer	3.
Martin Hansen	Laborer	1.3
		2.6
Ed. Moore		
John Sullivan	Laborer	2.9
Lyon Trepannier	Laborer	1.5
Alphonse Valliquette	Mason	5.0

118 REPORT OF THE STATE CIVIL SERVICE COMMISSION.

STATE INDUSTRIAL SCHOOL FOR BOYS-WAUKESHA.

Name.	Position.	Com- pensa- tion.
A. J. Hutton	Unclassified. Sup't and steward	Per mo. \$208.33
	Exempt.	
Violet Frink	Stenographer	30.00
	Noncompetitive.	
L. F. Murphy	Ass't sup't and steward	115.00
F. MurphyFred Lutz	Cook	35.00 35.00
ars. Fred Lutz		30.00
	Competitive?	
A. L. Andree	Carpenter	70.00 70.00
A. C. Berard	Family officer and teacher	50.00
A. C. Berard	Family matron	20.00
R. D. Booth	Family officer and band Family matron and piano	65.00 30.00
fary Bornheimer	Family matron	25.00
fary Bornheimer O. Cargill faxwell Cargill F. Coulter Tom Davis	Family officer and teacher.	50.00 50.00
18XWell Cargill	Teacher Printer	50.00
om Davis	Family officer and gen. work Family officer and teacher Family matron	45.00
T. Eaton	Family officer and teacher	50.00
. H. Froemming	Principal	25.00 110.00
Cdw. Glbson A. Grover	Principal	50.00
	Engineer	100.00 45.00
T. IIII. Ars. A. J. Hutton. V. J. Johnson. ulius O. Klatt. V. H. Leaman.	Farm and stock	50.00
Ars. A. J. Hutton	Matron	45.00
V. J. Johnson	Laundryman	70.00 65.00
V. H. Leaman	Engineer, night Manuel training	70.00
). B. Linanoim	Family officer and teacher Family matron	50.00
Irs. R. J. Lyon	Baker	30.00 55.00
Irs. L. F. Murphy	Teacher	30.00
R. Nash	Family officer and teacher Family matron L'ainter and blacksmith	50.00
Irs. E. R. Nash	Painter and blacksmith	25. 9 0 70. 0 0
Irs. E. O. Neff	Family matron	25.00
Asymond Manuers Irs. L. F. Murphy L. R. Nash Irs. E. R. Nash L. O. Neff B. Noble	Physician	40.00
udwig Peters Irs. Belle Phillips	Family officer and teacher. Family matron	50.00≒ 25.00■
I. E. Phillips	ramily omcer and teacher	60.00
irs. H. E. Phillipsearl Richards	Family matron	25.00
earl Richards	Teacher	30.00 60.00
Icrman Thiele	Ass't engineer, day Shoemaker	55.00
lilton Barney	Nightman	50.00
Iary Boyd	Boys' dining room General work General work	25.00 45.00
red Burmelster	General work	35.000
toy J. Lyon	laraman	35.00
Rose Mulholland	Officers' dining room Superintendent's room	20.00 25.00
Rose Mulholland	Sewing room	25.00
ulia Rayford	Reception room	20.U
fannah Rice	Matron dining room General work	20.0≈
Irs. L. H. Williams	General work	26.00
Ienry Winchell	l'arm work	45.00

INDUSTRIAL SCHOOL FOR GIRLS-MILWAUKEE.

Name.	Position.	Com- pensa- tion.
Mary J. Berry	Unclassified. Superintendent Competitive.	Per mo.
H. K. Nutting Genevieve, Webb Nellie Warner	Engineer Teacher, dressmaking and millinery Teacher—cooking Labor	\$45.00 35.00 35.00
Adam T. Land	Nightwatch	35.00 35.00

NORTHERN HOSPITAL FOR THE INSANE—WINNEBAGO.

Name.	Position.	Com- pensa- tion.
A. Sherman	Unclassified, Superintendent	Per mo. \$208.33
Ada Miller '	Exempt. Stenographer	35.00
Adolph Anderson Caroline Anderson Ellsworth Ault A. A. Bachler D. G. Bachler Albert Backman Henry Baum Clara Haxter Minnie Bergrath Chas. Boyer Nancy Burke Veronica Burke Ida Couillard U. Grant Cross Ruth Dauber Clara Elsenach Roy Erickson T. H. Farrow Minnie Frank John M. Fields Geo. A. Fullam Alex. Gilbertson Robert Green Chas. Graf Frank Grager Chas. Hansen Elida Higgins	Noncompetitive. Attendant Attendant Steward Assistant steward Attendant	25.00 25.00 25.00 125.00 100.00 29.00 23.00 23.00 23.00 24.00 24.00 20.00 24.00 30.00 26.00 26.00 28.00 28.00 28.00 20.0

NORTHERN HOSPITAL FOR THE INSANE—Continued.

Attendant	Name,	Position.	Com- pensa- tion.
Per mo	,	Noncompetitive.	l
Thad LaLonde			Per mo.
Arthur La Valley	Charlotte S. LaLonde		\$27.00
Estelle LaVoy			26.00
Cella Littlefield	Estelle LaVov	Attendant	25.00
Mrs. Clara Mahneke	Cella Littlefield	Attendant	25.00
Louis Martinson	Mrs. Clara Mahneke	Attendant	24.00
Louis Martinson	Ben McDaniels		20.00
Wm. L. Muttart	J. F. Manneke		44.00
Wm. L. Muttart	John J. Milan		25.00
Wm. L. Muttart	Margaret Mohr	Attendant	28.00
Wm. L. Muttart	Ed. L. Morgan		40.00
Hannah Nehring	Herman Mueller		
Sabelle Neuman	Hennah Nehring	Attendant	24.00
Allec Opper	sabelle Neuman	Attendant	24.00
Mary Feterson	Alice Opper	Attendant	25.00
Mary Feterson	Elmer Paige		55.00
Mary Feterson	Emma Fapke		90.0
Mary Feterson	Ed. Peterson		36.0
A. W. Pringle Attendant 44. F. W. Rechtin Attendant 30. Fred W. Reek Attendant 21. Almedia Reinert Attendant 22. Laura Riedel Attendant 25. Fannie Playman Matron 55. Albert Sandman Attendant 39. Paul Schmidt Attendant 25. Mrs. Josie Schwartz Attendant 25. Mrs. Josie Schwartz Attendant 25. Mrs. Josie Schwartz Attendant 20. Walter Stattery Attendant 20. Guy Sperbeck Attendant 20. H. H. Stern Attendant 22. Mabel Tebo Attendant 22. Augusta Werth Attendant 23. H. A. Werth Attendant 23. Irene Whelan Attendant 23. Arthur Wulk Attendant 23. Arthur Wulk Attendant 23. J. W. Young Attendant 23	Mary Peterson		25.0
A. W. Pringle Attendant 44. F. W. Rechtin Attendant 30. Fred W. Reek Attendant 21. Almedia Reinert Attendant 22. Laura Riedel Attendant 25. Fannie Playman Matron 55. Albert Sandman Attendant 39. Paul Schmidt Attendant 25. Mrs. Josie Schwartz Attendant 25. Mrs. Josie Schwartz Attendant 25. Mrs. Josie Schwartz Attendant 20. Walter Stattery Attendant 20. Guy Sperbeck Attendant 20. H. H. Stern Attendant 22. Mabel Tebo Attendant 22. Augusta Werth Attendant 23. H. A. Werth Attendant 23. Irene Whelan Attendant 23. Arthur Wulk Attendant 23. Arthur Wulk Attendant 23. J. W. Young Attendant 23	R. A. Plucker		50.0
Attendant	A. W. Pringle		44.0
Laura Riedel Attendant 25, Fannie Playman Matron 55, Albert Sandman Attendant 39, Paul Schmidt Attendant 20, Mrs. Josie Schwartz Attendant 25, Mrs. Josie Schwartz Attendant 20, Walter Stattery Attendant 40, Guy Sperbeck Attendant 22, Mabel Tebo Attendant 22, Augusta Weth Attendant 23, H. A. Werth Attendant 23, Irene Whelan Attendant 23, Ed. Wichmann Attendant 23, Arthur Wulk Attendant 23, Arthur Wulk Attendant 23, J. W. Young Attendant 33, W. H. Chase Attendant 33, Jennie Russell Attendant 33, W. H. Shemis Supervisor of attendants 34, M. A. Anthes Night engineer 50, F. M. Bemis Engineer	F. W. Kechtin		
Laura Riedel Attendant 25, Fannie Playman Matron 55, Albert Sandman Attendant 39, Paul Schmidt Attendant 20, Mrs. Josie Schwartz Attendant 25, Mrs. Josie Schwartz Attendant 20, Walter Stattery Attendant 40, Guy Sperbeck Attendant 22, Mabel Tebo Attendant 22, Augusta Weth Attendant 23, H. A. Werth Attendant 23, Irene Whelan Attendant 23, Ed. Wichmann Attendant 23, Arthur Wulk Attendant 23, Arthur Wulk Attendant 23, J. W. Young Attendant 33, W. H. Chase Attendant 33, Jennie Russell Attendant 33, W. H. Shemis Supervisor of attendants 34, M. A. Anthes Night engineer 50, F. M. Bemis Engineer	Almedia Reinert		21.0
Fannie Playman Matron 55. Albert Sandman Attendant 39. Paul Schwidt Attendant 20. Mrs. Josie Schwartz Attendant 20. Walter Stattery Attendant 20. Guy Sperbeck Attendant 21. H. H. Stern Attendant 22. Mabel Tebo Attendant 22. Augusta Werth Attendant 23. H. A. Werth Attendant 23. H. A. Werth Attendant 23. H. A. Werth Attendant 23. H. A. Weill Attendant 23. Augusta Widkowski Attendant 23. Arthur Wulk Attendant 23. J. W. Young Attendant 23. Jennie Russell Attendant 33. Jennie Russell Attendant 33. G. Adams Assistant engineer 60. Emma Austin Supervisor of attendants 34. M. A. Anthes Night engineer	Laura Riedel		25.0
Paul Schmidt 30. Ed Schwartz Attendant 25. Mrs. Josie Schwartz Attendant 20. Guy Sperbeck Attendant 27. H. H. Stern Attendant 22. Mabel Tebo Attendant 22. Augusta Werth Attendant 25. H. A. Werth Attendant 20. Irene Whelan Attendant 20. Ed Wichmann Attendant 20. Arthur Wulk Attendant 25. Arthur Wulk Attendant 25. J. W. Young Attendant 23. W. H. Chase Attendant 33. Jennie Russell Attendant 33. Competitive. G. Adams Assistant engineer 60. Emma Austin Supervisor of attendants 34. M. A. Anthes Supervisor of attendants 35. F. M. Bemis Engineer 90.	Fannia Playman	Matron	55.0
Ed. Schwartz Attendant 25. Mrs. Josie Schwartz Attendant 20. Walter Stattery Attendant 20. Walter Stattery Attendant 22. Mabel Tebo Attendant 22. Augusta Werth Attendant 25. H. A. Werth Attendant 25. Ed. Wichmann Attendant 22. Augusta Widkowski Attendant 22. Augusta Widkowski Attendant 25. Arthur Wulk Attendant 25. J. W. Young Attendant 25. W. H. Chase Attendant 30. W. Ii. Chase Attendant 30. Competitive. Competitive. G. Adams Assistant engineer 60. Emma Austin Supervisor of attendants 34. M. A. Anthes Night engineer 50. F. M. Bemis Engineer 90. Paul Berkholtz Plumber's assistant 35. Ernest Boyle Blacksmith	Albert Sandman	Attendant	39.0
Mrs. Josie Schwartz Attendant 20 Walter Stattery Attendant 40 Guy Sperbeck Attendant 27 H. H. Stern Attendant 22 Augusta Werth Attendant 23 H. A. Werth Attendant 23 Irene Whelan Attendant 28 Ed. Wichmann Attendant 28 Augusta Widkowski Attendant 28 Arthur Wulk Attendant 25 J. W. Young Attendant 23 W. H. Chase Attendant 32 Jennie Russell Attendant 32 G. Adams Assistant engineer 60 Emma Austin Supervisor of attendants 34 M. A. Anthes Night engineer 50 F. M. Bemis Engineer 90 Paul Berkholtz Plumber's assistant 35 Ernest Boyle Blacksmith 30 Wil. Brink Laundryman 57 Rarbara Brown Assistant supervisor	raui Schmidt		
Guy Sperbeck Attendant 22. Mabel Tebo Attendant 22. Augusta Werth Attendant 25. H. A. Werth Attendant 33. Irene Whelan Attendant 20. Ed. Wichmann Attendant 22. Augusta Widkowski Attendant 23. Arthur Wulk Attendant 25. J. W. Young Attendant 32. W. H. Chase Attendant 33. Jennie Russell Attendant 30. Competitive. G. Adams Assistant engineer 60. Emma Austin Supervisor of attendants 34. M. A. Anthes Night engineer 50. F. M. Bemis Engineer 90. Paul Berkholtz Plumber's assistant 35. Ernest Boyle Rlacksmith 30. W. II. Brink Laundryman 57. Barbara Brown Assistant supervisor 31. John Davis Head gardener 75.	Mrs. Josie Schwartz		20.0
Guy Sperbeck Attendant 22. Mabel Tebo Attendant 22. Augusta Werth Attendant 25. H. A. Werth Attendant 33. Irene Whelan Attendant 20. Ed. Wichmann Attendant 22. Augusta Widkowski Attendant 23. Arthur Wulk Attendant 25. J. W. Young Attendant 32. W. H. Chase Attendant 33. Jennie Russell Attendant 30. Competitive. Competitive. G. Adams Assistant engineer 60. Emma Austin Supervisor of attendants 34. M. A. Anthes Night engineer 50. F. M. Bemis Engineer 90. Paul Berkholtz Plumber's assistant 35. Ernest Boyle Blacksmith 30. W. H. Brink Laundryman 57. Barbara Brown Assistant supervisor 31. John Davis Head gardener	Walter Stattery	Attendant	40.0
Mabel Tebo Attendant 22. Augusta Werth Attendant 25. H. A. Werth Attendant 25. H. A. Werth Attendant 23. Lee Whelan Attendant 22. Ed. Wichmann Attendant 22. Augusta Widkowski Attendant 25. Arthur Wulk Attendant 25. J. W. Young Attendant 23. W. H. Chase Attendant 30. Jennie Russell Attendant 30. Competitive. Competitive. G. Adams Assistant engineer 60. Emma Austin Supervisor of attendants 34. M. A. Anthes Night engineer 50. F. M. Bemis Engineer 90. Paul Berkholtz Plumber's assistant 35. Ernest Boyle Blacksmith 30. W. I. Brink Laundryman 57. Barbara Brown Assistant supervisor 31. Barbara Brown Assistant supervisor <td>Guv Sperbeck</td> <td></td> <td>27.0</td>	Guv Sperbeck		27.0
Augusta Werth Attendant 25. H. A. Werth Attendant 33. Irene Whelan Attendant 20. Ed. Wichmann Attendant 22. Augusta Widkowski Attendant 22. Arthur Wulk Attendant 25. W. H. Chase Attendant 32. W. H. Chase Attendant 32. Jennie Russell Attendant 33. Competitive. G. Adams Assistant engineer 60. Emma Austin Supervisor of attendants 34. M. A. Anthes Night engineer 50. F. M. Bemis Engineer 90. Paul Berkholtz Plumber's assistant 35. Ernest Boyle Blacksmith 30. W. H. Brink Laundryman 57. Barbara Brown Assistant supervisor 31. John Davis Head gardener 75. John L. Gau Carpenter 60. Wm. Griffith Supervisor of attendants	H. H. Stern		20.0
Attendant 220	Augusta Werth		25.0
Attendant 220	H. A. Werth		33.0
Attendant 220	Irene Whelan	Attendant	20.0
Arthur Wulk Attendant 225. J. W. Young Attendant 23. W. H. Chase Attendant 32. Jennie Russell Attendant 30. Competitive. G. Adams Assistant engineer 60. Emma Austin Supervisor of attendants 34. M. A. Anthes Night engineer 50. F. M. Bemis Engineer 90. Paul Berkholtz Plumber's assistant 35. Ernest Boyle Blacksmith 30. W. H. Brink Laundryman 57. Barbara Brown Assistant supervisor 31. John Davis Head gardener 75. John L. Gau Carpenter 60. Wm. Griffith Supervisor of attendants 45. August Grimm Fireman 35. J. T. Harwood Painter 55. Dr. W. L. Herner Third assistant physician 75. A. A. Johnson Carpenter 75. A. Normschinski Shoem	Ed. Wichmann	Attendant	28.0
J. W. Young Attendant 33. W. H. Chase Attendant 30. Jennie Russell Attendant 30. Competitive. G. Adams Assistant engineer 60. Emma Austin Supervisor of attendants 34. M. A. Anthes Night engineer 90. F. M. Bemis Engineer 90. Paul Berkholtz Plumber's assistant 35. Ernest Boyle Blacksmith 30. W. H. Brink Laundryman 57. Barbara Brown Assistant supervisor 31. John Davis Head gardener 75. John L. Gau Carpenter 60. Wm. Griffith Supervisor of attendants 45. August Grimm Fireman 55. J. T. Harwood Palnter 55. Dr. W. L. Herner Third assistant physician 75. A. Johnson Carpenter 75. A. Johnson Carpenter 75. A. Johnson Carpenter	Anthun Wille		
W. H. Chase	J. W. Young		25.0
Competitive. Competitive.	W. H. Chase		32.0
G. Adams Assistant engineer 60.0 Emma Austin Supervisor of attendants 34.0 M. A. Anthes Night engineer 50.4 F. M. Bemis Engineer 90.2 Paul Berkholtz Plumber's assistant 35.0 Ernest Boyle Blacksmith 30.0 W. II. Brink Laundryman 57.2 Barbara Brown Assistant supervisor 31.4 John Davis Head gardener 75.0 John L. Gau Carpenter 60.0 Wm. Griffith Supervisor of attendants 45.6 August Grimm Fireman 35.0 J. T. Harwood Palnter 55.0 Dr. W. L. Herner Third assistant physician 75.0 A. A. Johnson Carpenter 75.0 A. A. Johnson Carpenter 75.0 A. Noton Kromschinski Shoemaker 18.0 Dr. Rosalle Ladova Woman physician 66.0 Edw. Minckler Supervisor of attendants 60.0	Jennie Russell	Attendant	30.0
Emma Austin Supervisor of attendants 34.6 M. A. Anthes Night engineer 50.6 F. M. Bemis Engineer 90.2 Paul Berkholtz Plumber's assistant 35.6 Ernest Boyle Blacksmith 30.6 W. H. Brink Laundryman 57.6 Barbara Brown Assistant supervisor 31.6 John Davis Head gardener 75.6 John L. Gau Carpenter 60.4 Wm. Griffith Supervisor of attendants 45.6 August Grimm Fireman 35.6 J. T. Harwood Painter 55.6 Dr. W. L. Herner Third assistant physician 75.6 A. A. Johnson Carpenter 75.0 A. A. Johnson Carpenter 75.0 A. Noe Rosalie Ladova Woman physician 66.6 Wm. Lapham Fireman 50.0 Edw. Minckler Supervisor of attendants 60.0		Competitive.	
Emma Austin Supervisor of attendants 34. M. A. Anthes Night engineer 50. F. M. Bemis Engineer 90. Faul Berkholtz Plumber's assistant 35. Ernest Boyle Blacksmith 30. W. H. Brink Laundryman 57. Barbara Brown Assistant supervisor 31. John Davis Head gardener 75. John L. Gau Carpenter 60. Wm. Griffith Supervisor of attendants 45. August Grimm Fireman 35. J. T. Harwood Painter 55. Dr. W. L. Herner Third assistant physician 75. A. A. Johnson Carpenter 75. A. Anton Kromschinski Shoemaker 18. Dr. Rosalle Ladova Woman physician 66. Wm. Lapham Fireman 50. Edw. Minckler Supervisor of attendants 60.		Assistant engineer	60.0
F. M. Bemis Engineer 90.2 Paul Berkholtz Plumber's assistant 35.5 Ernest Boyle Blacksmith 30.6 W. H. Brink Laundryman 57.6 Barbara Brown Assistant supervisor 31.6 John Davis Head gardener 65.6 John L. Gau Carpenter 60.2 Wm. Griffith Supervisor of attendants 45.6 August Grimm Fireman 35.6 J. T. Harwood Painter 55.6 Dr. W. L. Herner Third assistant physician 75.6 A. A. Johnson Carpenter 75.6 A. A. Johnson Carpenter 78.6 A. Noton Kromschinski Shoemaker 18.6 Dr. Rosalle Ladova Woman physician 66.6 Wm. Lapham Fireman 50.0 Edw. Minckler Supervisor of attendants 60.5	Emma Austin	Supervisor of attendants	34.0
Paul Berkholtz Plumber's assistant 35.4 Ernest Boyle Blacksmith 30.6 W. H. Brink Laundryman 57.4 Barbara Brown Assistant supervisor 31.4 John Davis Head gardener 75.6 John L. Gau Carpenter 60.4 Wm. Griffith Supervisor of attendants 45.6 August Grimm Fireman 35.6 J. T. Harwood Painter 55.6 Dr. W. L. Herner Third assistant physician 75.6 A. A. Johnson Carpenter 75.0 A. Anton Kromschinski Shoemaker 18.6 Dr. Rosalle Ladova Woman physician 66.6 Edw. Minckler Supervisor of attendants 60.9	м. Л. АПЦИСВ	Engineer	90.0
Ernest Boyle Blacksmith 30.4 W. II. Brink Laundryman 57. Barbara Brown Assistant supervisor 31. John L. Gau Carpenter 69. Wm. Griffith Supervisor of attendants 45. August Grimm Fireman 35. J. T. Harwood Painter 55. Dr. W. L. Herner Third assistant physician 75. A. A. Johnson Carpenter 75. Anton Kromschinski Shoemaker 18. Dr. Rosalle Ladova Woman physician 66. Wm. Lapham Fireman 50. Edw. Minckler Supervisor of attendants 60.	Paul Berkholtz	Plumber's assistant	35.0
W. H. Brink Laundryman 57.6 Barbara Brown Assistant supervisor 31.6 John Davis Head gardener 75.6 John L. Gau Carpenter 60.6 Wm. Griffith Supervisor of attendants 45.6 August Grimm Fireman 35.6 J. T. Harwood Painter 55.6 Dr. W. L. Herner Third assistant physician 75.6 A. A. Johnson Carpenter 75.0 Anton Kromschinski Shoemaker 18.0 Dr. Rosalie Ladova Woman physician 66.6 Wm. Lapham Fireman 50.0 Edw. Minckler Supervisor of attendants 60.0	Ernest Boyle	Rlacksmith	30.0
Harbara Brown	W. II. Brink	Laundryman	57.0
Wm. Griffith Supervisor of attendants 45.6	Barbara Brown	Assistant supervisor	31.0
Wm. Griffith Supervisor of attendants 45.4 August Grimm Fireman 35.4 J. T. Harwood Painter 55.6 Dr. W. L. Herner Third assistant physician 75.6 A. A. Johnson Carpenter 75.0 Anton Kromschinski Shoemaker 18.6 Dr. Rosalle Ladova Woman physician 66.6 Wm. Lapham Fireman 50.0 Edw. Minckler Supervisor of attendants 60.0		Carpenter	60.0
August Grimm Firenan 35.6 J. T. Harwood Painter 55.6 Dr. W. L. Herner Third assistant physician 75.6 A. A. Johnson Carpenter 75.6 Anton Kromschinski Shoemaker 18.6 Dr. Rosalie Ladova Woman physician 66.6 Wm. Lapham Fireman 50.0 Edw. Minckler Supervisor of attendants 60.0		Supervisor of attendants	45 (N
J. T. Harwood Painter 55.0 Dr. W. L. Herner Third assistant physician 75.0 A. A. Johnson Carpenter 75.0 Anton Kromschinski Shoemaker 18.0 Dr. Rosalle Ladova Woman physician 66.0 Wm. Lapham Fireman 50.0 Edw. Minckler Supervisor of attendants 60.0	August Grimm	Firenian	35.0
Dr. Rosalie Ladova Woman physician 66.0 Wm. Lapham Fireman 50.0 Edw. Minckler Supervisor of attendants 60.0	J. T. Harwood	Painter	55.⊍
Dr. Rosalie Ladova Woman physician 66.0 Wm. Lapham Fireman 50.0 Edw. Minckler Supervisor of attendants 60.0	A A Johnson	Third assistant physician	75.M
Dr. Rosalie Ladova Woman physician 66.0 Wm. Lapham Fireman 50.0 Edw. Minckler Supervisor of attendants 60.0	Anton Kromschinski	Shoemaker	18.0
Edw. Minckler Supervisor of attendants 60.0	ir. Rosalie Ladova	Woman physician	ar. 60
	Win. Laidham	Fireman	50.00
	raw. Minckler	Supervisor of attendants	133.3

'HERN HOSPITAL FOR THE INSANE—Continued.

Name.	Position.	Com- pensa- tion.
	Competitive.	<u> </u>
	771	Per mo. \$35.00
rd 1	Fireman	65.00
l		55.00
schinger		41.00
an	Supervisor	47.00
1		55.00
igue		35.00
ckel		45.00
»d		30.00 75.00
Whare		141.66
w паге		75.00
	Labor.	
ck	Seamstress	18.00
n		25.00
• • • • • • • • • • • • • • • • • • • •		25.00 25.00
		16.00
		20.00
		15.00
rald		35.00
· •••••••••••••••••••		35.00
r		34.00 27.00
		16.00
ng		44.0
1		28.00
. 		14.00
n		65.00
• • • • • • • • • • • • • • • • • • • •		17.00 16.00
		16.00
ann		18.00
· · · · · · · · · · · · · · · · · · ·		14.0
son		27.00
		16.00
		16.00
ond bac		20.00
rock		15.00
		32.00
nnenberg		19.00
evens		16.00
n		45.00
r		28.00
•••••••••••••••••••••••••••••		25.00
te		25.00
	ratmer	20.0

122 REPORT OF THE STATE CIVIL SERVICE COMMISSION.

STATE PUBLIC SCHOOL FOR DEPENDENT CHILDREN—SPARTA.

Name.	Position.	Com- pensa- tion.
	Unclassified.	Per mo
or. J. F. Brown	Superintendent	\$188.9
	Exempt.	
alida Martelle	Stenographer	40.0
	Noncompetitive.	
t. J. Hillier	Ass't sup't and steward	100.
	Competitive.	
lattie Arnold	Matron State agent	40. 100.
F. Brandt	Matron	30
hilin Edon	Storekeeper	35. 30.
ins, Louise Esch mma Evans E. Geniesse da Grube	Storekeeper Matron State agent Baker and cook Traveling attendant	60.
. E. Geniesse	Baker and cook	60.
da Grube	Traveling attendant	40. 30.
onrad Inderberg	Fireman	35.
onrad Inderberg attle Kyhl essle McGowan	Teacher	30.
essie McGowan	Janitor	40.
erman Matthews elen E. Mitchell adge Robinson rs. M. B. Sanborn	Matron	j 50).
adge Robinson	Teacher	30.
lla Schmidt	Matron	30
ora Thompson	Matron	30.
. C. Venus		55.
	Labor.	
race Allen . Barringer . ora Bean	Day nurse Farmer's helper Day nurse	16. 35.
ora Bean	Day nurse	16
lara Boss	Night nurse	35.
lara Brandan	Cook	15.
arry Brom	Laundress Ass't baker and cook Cottage Girl	12
racy Clements	' Cottage Girl	16
	Dining room and chamber	
	Dining room and chamber-	16
esta Fox	Dining room and chamber-	1 1 R
esta Fox	Dining room and chamber-	1 1 R
esta Fox . Fredrickson mil Goldbeck les Good	Dining room and chamber- maid Day nurse Dining room girl Night watch	16 16 45
esta Fox . Fredrickson mil Goldbeck les Good	Dining room and chamber- maid Day nurse Dining room girl Night watch	16 16 45
esta Fox	Dining room and chamber- maid Day nurse Dining room girl Night watch	16 16 45 16 16 16 40
esta Fox . Fredrickson mil Goldbeck les Good	Dining room and chamber-maid Day nurse Dining room girl Night watch Day nurse Laundress Day nurse Gardener Laundress	16. 16. 45. 16. 1. 16. 40. 25.
esta Fox . Fredrickson mli Goldbeck lsa Good linnie Hollowood thel Hutchins ugust Janke littie Jones	Dining room and chamber-maid Day nurse Dining room girl Night watch Day nurse Laundress Day nurse Gardener Laundress Cottage girl Day nurse	16. 16. 45. 16. 16. 16. 40. 25.
esta Fox Fredrickson mit Goldbeck sa Good innie Hollowood thel Hutchins ugust Janke littie Jones arie Kast 'innifred Kelley una Kieffer	Dining room and chamber-maid Day nurse Dining room girl Night watch Day nurse Laundress Day nurse Gardener Laundress Cottage girl Day nurse Cottage girl Cottage girl	16. 16. 45. 16. 16. 16. 40. 25.
esta Fox Fredrickson mit Goldbeck sa Good innie Hollowood thel Hutchins ugust Janke littie Jones arie Kast 'innifred Kelley una Kieffer	Dining room and chamber- maid Day nurse Dining room girl Night watch Day nurse Laundress Day nurse Gardener Laundress Cottage girl Day nurse Cottage girl Laundress Cottage girl Laundress	16. 16. 16. 16. 16. 16. 16. 16. 16. 16.
esta Fox Fredrickson Mil Goldbeck Isa Good Innie Hollowood thel Hutchins ugust Janke littie Jones Iarie Kast Vinnifred Kelley una Kieffer Ilzabeth Kinserdal mma Koehler	Dining room and chamber-maid Day nurse Dining room girl Night watch Day nurse Laundress Day nurse Gardener Laundress Cottage girl Laundress Night nurse	16. 16. 16. 16. 16. 16. 16. 16. 16. 16.
esta Fox Fredrickson Mil Goldbeck Isa Good Innie Hollowood Ithel Hutchins ugust Janke Ittie Jones Iarie Kast Vinnifred Kelley una Kieffer Ilizabeth Kinserdal mma Koehler	Dining room and chamber-maid Day nurse Dining room girl Night watch Day nurse Laundress Day nurse Gardener Laundress Cottage girl Laundress Night nurse	16. 16. 16. 16. 16. 16. 16. 16. 16. 16.
esta Fox . Fredrickson mil Goldbeck lsa Good linnie Hollowood thel Hutchins ugust Janke littie Jones larie Kast 'Innifred Kelley una Kieffer lizabeth Kinserdal mma Koehler erd. Langrehr ena Larson ladge Mickel	Dining room and chamber-maid Day nurse Dining room girl Night watch Day nurse Laundress Day nurse Gardener Laundress Cottage girl Day nurse Cottage girl Laundress Night nurse Farm helper Chambermaid Chambermaid	16 16 16 16 16 16 16 16 16 16 16 16 16 1
esta Fox . Fredrickson . Fredrickson . In Goldbeck . Isa Good . Innie Hollowood . Ithel Hutchins . ugust Janke . Ititie Jones . Iarle Kast . Vinnifred Kelley . una Kieffer . Ilizabeth Kinserdal . mma Koehler . erd. Langrehr . ena Larson . ladge Mickel . larjorie Murphy . barles Nute	Dining room and chamber-maid Day nurse Dining room girl Night watch Day nurse Laundress Laundress Louy nurse Gardener Laundress Cottage girl Laundress Night nurse Farm helper Chambermaid Cottage girl Farmer's helper	16 16 16 16 16 16 16 16 16 16 16 16 16 1
esta Fox . Fredrickson . Fredrickson . In Goldbeck . Isa Good . Innie Hollowood . Ithel Hutchins . ugust Janke . Ititie Jones . Iarle Kast . Vinnifred Kelley . una Kieffer . Ilizabeth Kinserdal . mma Koehler . erd. Langrehr . ena Larson . ladge Mickel . larjorie Murphy . barles Nute	Dining room and chamber-maid Day nurse Dining room girl Night watch Day nurse Laundress Laundress Louy nurse Gardener Laundress Cottage girl Laundress Night nurse Farm helper Chambermaid Cottage girl Farmer's helper	16 16 16 16 16 16 16 16 16 16 16 16 16 1
esta Fox . Fredrickson mil Goldbeck llsa Good linnie Hollowood tthel Hutchins ugust Janke littie Jones farle Kast Vinnifred Kelley una Kieffer llizabeth Kinserdal mma Koehler erd. Langrehr erd. Langrehr ena Larson ladge Mickel larjorie Murphy harles Nute	Dining room and chamber-maid Day nurse Dining room girl Night watch Day nurse Laundress Day nurse Gardener Laundress Cottage girl Day nurse Cottage girl Laundress Night nurse Farm helper Chambermaid Cottage girl Farmer's helper Night nurse Night nurse Night nurse Dining room	16 16 16 16 16 16 16 16 16 16 16 16 16 1
esta Fox Fredrickson mil Goldbeck lsa Good linnie Hollowood thel Hutchins ugust Janke littie Jones larie Kast Vinnifred Kelley una Kieffer lilzabeth Kinserdal mma Koehler erd Langrehr con Larson ladge Mickel larjorie Murphy harles Nute larie Peterson la Pfuhl	Dining room and chamber- maid Day nurse Dining room girl Night watch Day nurse Laundress Day nurse Gardener Laundress Cottage girl Day nurse Cottage girl Laundress Night nurse Farm helper Chambermaid Cottage girl Farmer's helper Night nurse Dining room Cook Seamstress	16 16 16 16 16 16 16 16 16 16 16 16 16 1
esta Fox Fredrickson mil Goldbeck	Dining room and chamber- maid Day nurse Dining room girl Night watch Day nurse Laundress Day nurse Gardener Laundress Cottage girl Day nurse Cottage girl Laundress Night nurse Farm helper Chambermaid Cottage girl Farmer's helper Night nurse Dining room Cook Seamstress	16 16 16 16 16 16 16 16 16 16 16 16 16 1

BLIC SCHOOL FOR DEPENDENT CHILDREN—Continued.

Name.	Position.	Com- pensa- tion.
	Labor.	Don ma
Reesesanborn dm	Chambermaid	Per mo. \$35.00 16.00 16.00 16.00

STATE REFORMATORY—GREEN BAY.

Noncompetitive.	Name.	Position.	Com- pensa- tion.
Noncompetitive.		Unclassified.	Per mo.
Sickford	lowron	Superintendent	\$208.33
Competitive.		Noncompetitive.	
Foreman broom factory	3ickford	Ass't superintendent	125.00
Aikin Night guard 62.56 Bates Ass't engineer 70.06 3oyd Guard 65.00 .rter Teacher and guard 67.56 hamberlain Guard 65.00 rk Chlef engineer 80.00 Collister Guard 55.00 tter Guard 55.00 Daily Overseer granite cutting 125.00 Meman Building superintendent 135.00 Dimmick Teacher guard 60.00 Ooge Guard 65.00 Flanigan Teacher guard 65.00 Oss. Foreman 90.00 Graves Guard 65.00 Hinsdale Organist 5.00 J Hommel Physician 125.00 Johnson Guard 57.56 Kellner Guard 60.00 Kellner Guard 60.00 Kellner Guard 67.50 King Stenog, and bookkeeper		Competitive.	
Bates Ass't engineer 70.06 Soyd Guard 65.06 rter Teacher and guard 67.06 hamberlain Guard 63.00 rk Chief engineer 80.00 Collister Guard 57.56 tter Guard 57.57 Daily Overseer granite cutting 125.00 Deman Building superintendent 135.00 Dominick Teacher guard 60.00 Obage Guard 65.00 Flanigan Teacher guard 65.00 Oss Foreman 90.00 Graves Guard 65.00 Hinsdale Organist 5.00 J Hommel Physician 125.00 Ichnson Guard 60.00 Kelley Record clerk 60.00 Kelley Record clerk 60.00 Kelley Night guard captain 67.50 Keneger Teacher guard 60.00 Keyes </td <td>ms</td> <td>Foreman broom factory</td> <td>65.00</td>	ms	Foreman broom factory	65.00
30yd Guard 65.00 rter Teacher and guard 67.56 hamberlain Guard 65.00 rk Chief engineer 80.00 Collister Guard 57.55 otter Guard 55.00 Dally Overseer granite cutting 125.00 Beman Building superintendent 135.00 Jeman Building superintendent 135.00 Jeman Building superintendent 135.00 Jeman Building superintendent 135.00 Jeman Building superintendent 135.00 Jeman Building superintendent 135.00 Jeman Guard 65.00 Guard 65.00 66.00 Guard 65.00 66.00 Graves Guard 65.00 Jeley Record clerk 60.00 Kellner Guard 60.00 Kiley Night guard 62.50 King Night guard 62.50	Aikin	Night guard	62.50
Teacher and guard	Bates		70.00
hamberlain Guard 65,0 rk Chief engineer 84,0 Collister Guard 57,56 otter Guard 55,0 Dally Overseer granite cutting 125,0 Meman Building superintendent 135,0 Dommick Teacher guard 60,0 Podge Guard 60,0 Flanigan Teacher guard 65,0 Graves Foreman 90,0 Graves Guard 60,0 Hinsdale Organist 5,0 J. Hommel Physician 125,0 Johnson Guard 50,0 Kelley Record clerk 60,0 Kelley Record clerk 60,0 Kelley Night guard 67,5 King Stenog 3nd bookkeeper 75,0 Krueger Teacher guard 60,0 Kyes Ass't engineer 65,0 J. Kyes Ass't engineer 65,0 North	Boyd	Guard	65.00
rk Chlef engineer 80,0 Collister Guard 57,5 strer Guard 55,5 Dally Overseer granite cutting 125,00 Beman Building superintendent 135,00 Dodge Guard 60,00 Flanigan Teacher guard 65,00 Flanigan Teacher guard 65,00 Graves Guard 60,00 Oss. Foreman 90,00 Graves Guard 60,00 Hinsdale Organist 5,00 J. Hommel Physician 125,00 Johnson Guard 57,50 Keller Record clerk 60,00 Kelley Record clerk 60,00 Kiley Night guard 60,00 Kiley Night guard 62,50 J. King Stenog, and bookkeeper 75,00 J. King Teacher guard 62,00 M. Kyes Ass't engineer 65,00 J. King			67.50
Collister Guard 57.55			
Stere			
Dally Overseer granite cutting 125.00			
Memān			
Dimmick		Overseer granite cutting	
Dodge Guard G5.00			
Flanigan Teacher guard 65, 00 Graves Foreman 90,00 Graves Guard 60,00 Hinsdale Organist 5,00 J. Hommel Physician 125,00 Johnson Guard 57,56 Kelley Record clerk 60,00 Keliner Guard 60,00 Kiley Night guard, captain 67,56 J. King Stenog, and bookkeeper 75,00 K. Krueger Teacher guard 62,56 Ass't engineer 65,00 Donald Teacher guard 60,00 enzle Band master 16,00 North Choir master 10,00 loe Kitchen overseer 72,55 koglind Night guard 65,00 Sullivan Teacher guard 60,00 Ward Teacher guard 60,00 Williams Farner 72,55 Cahrte Guard 60,00			
oss. Foreman 90.06 Graves Guard 60.08 HInsdale Organist 7.06 J. Hommel Physician 125.06 Johnson Guard 57.55 Kelley Record clerk 60.0 Kellner Guard 60.0 Kiley Night guard, captain 67.56 J. King Stenog, and bookkeeper 75.00 Krueger Teacher guard 62.5 J. Kyes Ass't engineer 65.0 Loonald Teacher guard 60.00 enzie Band master 10.00 cowers Guard 57.5 sice Kitchen overseer 72.5 koglind Night guard 65.00 sulivan Teacher guard 60.00 Ward Teacher guard 60.00 Ward Teacher guard 60.00 Ward Teacher guard 60.00 Ward Teacher guard 60.00 Ward Tea			
Graves. Guard 60.06 Hinsdale Organist 5.06 J. Hommel Physician 125.06 J. Hommel Physician 125.06 Golphason Guard 57.56 Kelley Record clerk 60.00 Kiley Night guard, captain 67.57 J. King Stenog, and bookkeeper 75.00 Krueger Teacher guard 62.56 J. King Ass't engineer 65.00 Donald Teacher guard 60.00 ensie Band master 16.00 North Choir master 10.00 Powers Guard 57.50 idee Kitchen overseer 72.55 koglind Night guard 65.00 Sullivan Teacher guard 60.00 Ward Teacher guard 60.00 Ward Teacher guard 60.00 Ward Guard 60.00 Labor Labor			
Hinsdale			
J. Hommel Physician 125.00			
Johnson Guard 57,56 Kelley Record clerk 60,00 Kelley Record clerk 60,00 Kley Night guard captain 67,56 King Stenog, and bookkeeper 75,00 Krueger Teacher guard 62,56 Kyes Ass't engineer 65,00 Donald Teacher guard 60,00 enzie Band master 16,00 Choir master 10,00 Choir			
Kelley Record clerk 60 .00 Kkellner Guard 60 .00 Kkley Night guard, captain 67 .50 K Krueger Teacher guard 62 .5 M. Kyes Ass't engineer 65 .00 Donald Teacher guard 60 .00 enzie Band master 10 .00 Powers Guard 57 .50 kpp Guard 57 .50 klee Kitchen overseer 72 .50 koglind Night guard 65 .00 ward Teacher guard 60 .00 Williams Farmer 72 .55 Cahrte Guard 60 .00 Labor Labor			
Kellner Guard 60.0 Kiley Night guard, captain 67.56 Krueger Stenog, and bookkeeper 75.00 Krueger Teacher guard 62.56 M. Kyes Ass't engineer 65.00 CDonald Teacher guard 60.00 enzle Band master 16.00 North Choir master 10.00 20wers Guard 60.00 dee Kitchen overseer 72.56 koglind Night guard 65.00 sullivan Teacher guard 60.00 Ward Teacher guard 60.00 Williams Farmer 72.56 Cahrte Guard 60.00 Labor Labor			
Kiley Night guard, captain 67.56 J. King Stenog, and bookkeeper 75.00 Krueger Teacher guard 62.56 M. Kyes Ass't engineer 65.00 Donald Teacher guard 60.00 enzle Band master 16.00 Powers Guard 60.00 dapp Guard 57.50 idee Kitchen overseer 72.57 koglind Night guard 65.00 suilivan Teacher guard 60.00 Ward Teacher guard 60.00 Williams Farmer 72.55 Cabrte Guard 60.00 Labor Labor Labor			
2. King. Stenog. and bookkeeper 75.00 Krueger Teacher guard 62.55 4. Kyes. Ass't engineer 65.00 Donald Teacher guard 60.00 enzie Band master 16.00 North Choir master 10.00 bapp. Guard 57.50 lce. Kitchen overseer 72.50 koglind Night guard 65.00 Sullivan Teacher guard 60.00 Ward Teacher guard 60.00 Williams Farmer 72.55 Kabrte Guard 60.00 Labor.	Kiley	Night guard, captain	67.50
Krueger	. King		75.00
d. Kyes Ass't engineer 65.00 1Donald Teacher guard 60.00 enzle Band master 16.00 North Choir master 10.00 cowers Guard 57.50 lee Kitchen overseer 72.57 koglind Night guard 65.00 suilivan Teacher guard 60.00 Ward Teacher guard 60.00 Williams Farmer 72.55 Cabrte Guard 60.00 Labor Labor			62.50
Donald Teacher guard 60.06	f. Kyes	Ass't engineer	65.00
North Choir master 10.04 Powers Guard 60.06 lapp Guard 57.56 lce Kitchen overseer 72.56 keglind Night guard 65.06 sullivan Teacher guard 60.06 Ward Teacher guard 60.06 Williams Farmer 72.56 Zahrte Guard 60.06 Labor Labor	Donald		60.00
Powers Guard 60.00 tapp Guard 57.50 ice Kitchen overseer 72.50 koglind Night guard 65.00 sullivan Teacher guard 60.00 Ward Teacher guard 60.00 Williams Farner 72.50 Zahrte Guard 60.00 Labor Labor		Band master	16.00
kapp. Guard 57.5 dce Kitchen overseer 72.56 koglind Night guard 65.00 sullivan Teacher guard 60.00 Ward Teacher guard 60.00 Williams Farmer 72.5 Zabrte Guard 60.00 Labor. Labor.			19.00
koglind Night guard 65.06 sullivan Teacher guard 60.06 Ward Teacher guard 60.06 Williams Farmer 72.56 Zahrte Guard 60.06 Labor Labor			
Sullivan			
Ward Teacher guard 60.06 Williams Farmer 72.56 Zahrte Guard 60.06 Labor. Labor.			
Williams Farmer 72.50			
Zahrte Guard 60.00 Labor.			
Labor.			60.00
			5.00
	Moine	House maid	25.00

124 REPORT OF THE STATE CIVIL SERVICE COMMISSION.

STATE HOSPITAL FOR THE INSANE-MENDOTA.

Name.	Position.	Com- pensa- tion.
	Unclassified.	Per mo
bas. Gorst	Superintendent	\$250.0
	Exempt.	
fabel Helmicks	Stenographer	35.00
	Noncompetitive.	
arah E. Albers	Attendant	50.00
irdie Bean arrie Brown	Attendant	
. D. Burnbam	Attendant	25.00
	Attendant	25.00
lenry Carroll has. Colwell	Attendant	35.00 26.00
	Steward	
. W. Daubner has. F. Deacon	Steward	100.00 25.00
ary Donelson	Attendant	20.00
out roneison	Attendant	25.00
	Attendant	35.00
oe Furlong ouis Gauthier	Attendant	25.00 27.00
	Attendant	32.00
	Attendant	50.00
C. Grant	Attendant	30.00 55.00
I. Greenwood	Attendant	28.00
	Attendant	25.00
amon Hond	Attendant	20.00- 28.00-
rank Horn lable Hubbell lara Hughes	Attendant	26.00
lable Hubbell	Student nurse	20.00
va Hughes	Attendant	22.00 22.00
dith Jensen	Attendant	20.00
dith Jensen	Attendant	20.00
lice Kassell	Attendant	22.00 27.00
larence Knoff	Attendant	aa 00
Irs. Gene Krueger obert E. Lackey lartha E. Lake V. F. Vilas Leicht	Attendant	
lartha E. Lake	Attendant	25.00 25.00
dwin Leonard	Attendant	സെ
dwin Leonard	Attendant	- AE V
ella Loescher	Attendant	20 -
ella Loescher C. McCarthy olie McCarthy ottie McGlone	Attendant	20
ottie McGlone fayme McGlone hick Meyers S. Miller	Attendant	
layme McGlone	Attendant	22
S. Miller	Attendant	
eggio Millon	Attendant	
	Attendant	20
llizabeth Pearl	Attendant	22
V. T .Peregrine	Attendant	50
elix Peloquin V. T. Peregrine lerbert G. Pitt E. Oulnn	Attendant	28
Isia Roll	Attendant	3.5
lsie Roll J. Rose	Attendant	75
abel Ross	Attendant	30.
C. Sampley rank Soukup	Barber	45
	Attendant	26.0 25.0
lthon Garre	Attendant	20.0
	Attendant	50.0
has. Tucker		27.00

TE HOSPITAL FOR THE INSANE-MENDOTA-Continued.

Name.	Position.	Com- pensa- tion.
	Noncompetitive.	Per mo
eber	Attendant	\$21.0
Walch	Attendant	20.0
eisn	Attendant	25.0
Welsh	Butcher	25.0
	Competitive.	
ndrews	Painter	65.0
Blezaid	Fireman	35.0
Bolstad	Mason	65.0
Brooks	Third assistant physician	$\begin{array}{c} 75.0 \\ 65.0 \end{array}$
oyle	Laundryman	35.0
hmann	Baker	75.0
K. Green	First Ass't physician (Fe-	
******	Baker First Ass't physician (Fe- male side)	150.0
Hansen	Alter care agent	75.0
Jackson	After care agent Supt. training school Fireman	100.0
Lorenz	First Ass't physician (Male	35.0
4	First Ass't physician (Male side)	166.6
iller	Carpenter	55.0
ordvi	Apothecary	65.6
nurtn	rireman	35.6
nders	Supervisor	45.0
Sauthoff	Second Ass't physician Woman physician Supervisor Supervisor	116.6
Sauthoffith	Supervisor	91.6 50.0
Sullivan	Supervisor	35.0
oan	Assistant engineer Fireman	50.0
defson	Fireman	35,6
Fusler	Stenographer Engineer	35.0
Willis Withers	Matron	105.0
wirmers		50.0
ech	Assistant engineer	50.0
ech	Assistant engineer Labor.	50.0
2 Anderson	Assistant engineer Labor. Laundress	50.0 18.0
Andersonderson	Assistant engineer Labor. Laundress	50.0 18.0 18.0
Anderson	Assistant engineer Labor. Laundress Laundress Assistant cook	18.6 18.6 18.6
Andersondersontz	Assistant engineer Labor. Laundress Laundress Assistant cook Laundress	18.0 18.0 18.0 19.0
Anderson derson tz Blizzard Blizzard Braatz	Laundress Laundress Laundress Assistant cook Laundress Laundress Laundress Laundress Cardwar	18.0 18.0 18.0 19.0 18.0
Anderson derson tz Blizzard Blizard Braatz traatz	Assistant engineer Labor. Laundress Laundress Assistant cook Laundress Laundress Gardener Assistant cook	18.6 16.6 19.6 18.6 60.6
Anderson derson ntz Blizzard Blizzard Braatz rrnham	Assistant engineer Labor. Laundress Laundress Assistant cook Laundress Laundress Gardener Assistant cook	18.0 18.0 18.0 19.0 16.0 60.0 30.0 18.0
Anderson derson htz Hilzzard Hilzzard Sraatz Jenham Susch	Assistant engineer Laundress Laundress Assistant cook Laundress Laundress Gardener Assistant cook Assistant cook Assistant cook Assistant cook	18.0 16.0 19.0 18.0 60.0 30.0 18.0
Anderson derson htz Hilzzard Hilzzard Sraatz Jenham Susch	Labor. Laundress Laundress Laundress Assistant cook Laundress Laundress Laundress Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Teamster	18.0 18.0 19.0 18.0 25.0 25.0
Anderson derson tz Blizzard Blizzard traatz rrnham Susch arr Cramer polt	Labor. Laundress Laundress Laundress Assistant cook Laundress Laundress Laundress Cardener Assistant cook Assistant cook Assistant cook Teamster Barnman Assistant cook	18.0 16.0 19.0 16.0 60.0 30.0 25.0 25.0 25.0
Anderson derson ntz Blizzard Blizzard Braatz urnham susch arr Cramer polt	Assistant engineer Labor. Laundress Laundress Assistant cook Laundress Laundress Gardener Assistant cook Assistant cook Assistant cook Teamster Barnman Assistant cook	18.0 18.0 19.0 19.0 18.0 60.0 60.0 25.0 25.0 25.0
Anderson derson tz Blizzard Blizzard Braatz rrnham Busch arr Cramer polt Jones Jones	Assistant engineer Labor. Laundress Laundress Assistant cook Laundress Laundress Gardener Assistant cook Assistant cook Assistant cook Teamster Barnman Assistant cook	18.0 18.0 19.0 19.0 18.0 60.0 60.0 25.0 25.0 25.0
Anderson derson tz Blizzard Blizzard Blizzard sraatz rrnham Gusch arr Cramer polt popolt vers Jones	Assistant engineer Labor. Laundress Laundress Assistant cook Laundress Laundress Gardener Assistant cook Assistant cook Assistant cook Teamster Barnman Assistant cook Tatlor Assistant cook	18.0 18.0 19.0 18.0 18.0 25.0 25.0 25.0 25.0 25.0 25.0 25.0 25
Anderson derson tz Blizzard Blizzard Blizzard sraatz rrnham Gusch arr Cramer polt popolt yers Jones	Assistant engineer Labor. Laundress Laundress Assistant cook Laundress Laundress Gardener Assistant cook Assistant cook Assistant cook Teamster Barnman Assistant cook Tallor Assistant cook Tallor Assistant cook Tallor Assistant cook Drayman Night cook	50.0 18.6 19.6 19.6 16.0 30.1 18.6 25.0 25.0 45.0 47.0 47.0 25.0
Anderson derson tz Allerson Allerson Blizzard Blizzard Blizzard Braatz rrnham Busch Cramer polt polt Jones arney gan kee	Assistant engineer Laundress Laundress Assistant cook Laundress Laundress Laundress Gardener Assistant cook Assistant cook Teamster Barnman Assistant cook Tallor Assistant cook Drayman Night cook Assistant cook	50.0 18.6 18.6 18.6 18.0 18.0 25.0 25.0 25.0 25.0 25.0 25.0 25.0 25
Anderson derson tz Blizzard Blizzard Blizard sraatz rrnham 3usch arr Cramer polt polt Jones arney gan Kee ason	Assistant engineer Labor. Laundress Laundress Laundress Assistant cook Laundress Gardener Assistant cook Assistant cook Teamster Barnman Assistant cook Tallor Assistant cook Drayman Night cook Assistant cook Laundress Seamstress Seamstress	50.0 18.0 18.0 19.0 18.0 60.0 25.0 25.0 47.0 25.0 47.0 16.0 17.0 16.0 17.0
Anderson derson tz Blizzard Blizzard Blizzard Blizzard Braatz rnham Busch arr Cramer polt popolt vers Jones arney gan :Kee ason in	Assistant engineer Labor. Laundress Laundress Assistant cook Laundress Laundress Gardener Assistant cook Assistant cook Assistant cook Assistant cook Teamster Barnman Assistant cook Tallor Assistant cook Drayman Night cook Assistant cook Laundress Seamstress Seamstress	50.6 18.6 19.6 18.6 18.6 25.6 25.6 25.6 25.6 25.6 18.6 19.6 19.6
Anderson derson ntz Hilzzard Hilzzard Braatz Jernham Busch arr Cramer polt Jones Jon	Assistant engineer Labor. Laundress Laundress Assistant cook Laundress Gardener Assistant cook Assistant cook Assistant cook Teamster Barnman Assistant cook Tallor Assistant cook Tallor Assistant cook Drayman Night cook Assistant cook Laundress Seamstress Seamstress Seamstress Teamster	50.6 18.6 19.6 18.6 18.6 25.6 25.6 25.6 25.6 25.6 18.6 19.6 19.6
Anderson derson tz Allerson tz Blizzard Blizzard Blizzard Braatz rrnham Busch 'arr 'Cramer polt polt polt port sers Jone	Assistant engineer Laundress Laundress Laundress Assistant cook Laundress Laundress Laundress Gardener Assistant cook Assistant cook Teamster Barnman Assistant cook Tallor Assistant cook Drayman Night cook Laundress Seamstress Seamstress Teamster Teamster	50.6 18.6 19.6 18.6 18.6 18.6 25.6 25.6 25.6 25.6 22.6 18.6 18.6 19.6 19.6 19.6 19.6 25.6 25.6 25.6 25.6 25.6 25.6 25.6 25
Anderson derson tz Allerson tz Blizzard Blizzard Blizzard Braatz rrnham Busch 'arr 'Cramer polt polt polt port sers Jone	Assistant engineer Labor. Laundress Laundress Assistant cook Laundress Laundress Gardener Assistant cook Assistant cook Assistant cook Tenmster Barnman Assistant cook Tallor Assistant cook Drayman Night cook Assistant cook Laundress Seamstress Teamster Teamster Teamster Teamster Special diet cook	50.6 18.6 19.6 18.6 19.6 25.6 25.6 25.6 25.6 16.6 25.6 17.6 25.6 18.6 25.6
Anderson derson ntz Hilzzard Blizard Braatz rrnham Busch arr Cramer polt ppolt yers Jones arney ggan Kee ason n Iller larkey lry Murphy	Laundress Teamster Rarnman Assistant cook Tallor Assistant cook Drayman Night cook Laundress Seamstress Teamster Teamster Teamster Teamster Teamster Special diet cook Laundress	50.6 18.6 18.6 19.6 19.6 18.6 60.6 30.6 25.6 25.6 47.6 25.6 47.6 25.6 47.6 25.6 47.6 25.6 47.6 25.6 47.6 25.6 47.6
Anderson derson ntz Hilzard Blizard Blizard Braatz rrnham Busch arr Cramer polt polt polt gers sarney gan Kee ason n ller larkey lry Murphy wrphy werby Welson len	Laundress Teamster Rarnman Assistant cook Tallor Assistant cook Drayman Night cook Laundress Seamstress Teamster Teamster Teamster Teamster Teamster Special diet cook Laundress	50.6 18.6 19.6 18.6 18.6 25.6 25.6 25.6 25.6 18.6 19.6 25.6 25.6 25.6 25.6 25.6 25.6 25.6 25
Anderson derson ntz Hilzzard Hilzzard Hilzard Staatz renham Busch arr Cramer polt ppolt vers Jones Jon	Labor. Laundress Laundress Laundress Laundress Laundress Laundress Laundress Laundress Laundress Laundress Laundress Laundress Laundress Gardener Assistant cook Assistant cook Teamster Barnman Assistant cook Tallor Assistant cook Drayman Night cook Assistant cook Laundress Seamstress Teamster Teamster Teamster Teamster Special diet cook Laundress Assistant cook Laundress Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook	50.6 18.6 19.6 18.6 18.6 25.6 25.6 25.6 119.6 119.6 119.6 125
Anderson derson ntz Hilzzard Hilzzard Hilzzard Braatz Jernham Busch arr Cramer polt Jones	Labor. Laundress Laundress Laundress Laundress Laundress Laundress Laundress Laundress Laundress Laundress Laundress Laundress Laundress Gardener Assistant cook Assistant cook Teamster Barnman Assistant cook Tallor Assistant cook Drayman Night cook Assistant cook Laundress Seamstress Teamster Teamster Teamster Teamster Special diet cook Laundress Assistant cook Laundress Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook	50.6 18.6 19.6 18.6 18.6 25.6 25.6 25.6 119.6 119.6 119.6 125
Anderson derson ntz Blizzard Blizzard Blizzard Braatz rrnham Busch arr Cramer polt ppolt gers Jones Braney gran Kee ason n lller larkey lry Murphy urphy Nelson len Ormond Ormond Jones Ormond Jones J	Labor. Laundress Laundress Laundress Laundress Assistant cook Laundress Gardener Assistant cook Assistant cook Assistant cook Teamster Barnman Assistant cook Tallor Assistant cook Tallor Assistant cook Laundress Seamstress Teamster Teamster Teamster Teamster Teamster Assistant cook Laundress Seamstress Seamstress Assistant cook Laundress Assistant cook Laundress Assistant cook Laundress Assistant cook Laundress Assistant cook Laundress Assistant cook Laundress Assistant cook Laundress Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant Caundress Assistant Caundress Assistant Caundress	50
Anderson derson ntz Hilzzard Blizard Braatz Jornham Busch Arr Cramer Hopolt Jones Jo	Labor. Laundress Laundress Laundress Laundress Assistant cook Laundress Gardener Assistant cook Assistant cook Assistant cook Teamster Baruman Assistant cook Tallor Assistant cook Drayman Night cook Assistant cook Laundress Seamstress Teamster Teamster Teamster Teamster Teamster Teamster Teamster Teamster Teamster Teamster Teamster Assistant cook Laundress Assistant cook Laundress Assistant cook Laundress Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant Lawnman	50

STATE HOSPITAL FOR THE INSANE-MENDOTA-Continued.

Name.	Position.	Com- pensa- tion.
	Labor.	Per ma.
Eric Scoor Anna Stehr Catherine Tompitch James Welsh Robert Welsh John Zanola Leila Zech	Teamster	21.00 80.00 25.00 25.00

WISCONSIN STATE PRISON-WAUPUN.

Name.	Position.	Com- pensa- tion.
	Unclassified.	Per mo-
Daniel Woodward	Warden	\$308.
•	Exempt.	
Rev. S. J. Dowling	General chaplain Protestant chaplain	76. €36 16. €6
• !	Noncompetitive.	
R. E. Bloedel	Deputy warden Ass't deputy warden	83 - 33 80 - 40
	Competitive.	
A. T. Aalbers Hobart Baker Walter Bagley F. L. Beals G. A. Benson John Benton Frank Benway Louis Blemeret Wm. Brenaman Chas. Clover T. P. Conner W. T. Coyle W. A. Dempsey John DeVos Carl Eck Geo. B. Fisher W. C. Fuller Jacob Fuss Max Fuss Wm. Fuss Mrs. Geo. Graves Wm. A. Graves Wml. D. Graves Wml. Graves Thos. Green Robert Hadded F. J. Haring B. W. Harney Elmer Heath W. J. Hincamp Paul Huntzinger James Keough B. P. Kramer	Keeper Guard Storekeeper Keeper Record clerk Relief guard—occasional Keeper Guard Keeper Superintendent twine plant Guard Keeper Keeper Keeper Keeper Keeper Farm superintendent Keeper Chief clerk Guard Oragnist, per week Night captain Guard Sup't construction Chief engineer Right engineer Guard Guard Guard Guard Guard Sup't construction Chief engineer Night engineer Guard Farm guard Keeper Guard Guard Ass't clerk	75 - 00 75

VISCONSIN STATE PRISON-WAUPUN-Continued.

Name.	•	Position.	Com- pensa- tion.
		Competitive.	ļ
		'	Per mo.
Lindsley		Guard	\$65.0
<u>i</u> n		Relief guard—occasional	Varies
lroy		Night guard—office	62.5
		Keeper	60.0
Meenk		Keeper	70.00
icholson		Relief guard—occasional	Varies
		Ass't matron	35.0
			62.5
		Relief guard—occasional	Varies
			65.0
			62.5
erson ell		KeeperGuard	65.0
l			60.0
ton		Ass't engineer	70.0
. Schilling		Matron	65.0 50.0
roeder		Stenographer	65.0
eley		T 1 - 11 - 2	Varies
ton		Night guard	62.5
gler		Overseer kitchen	75.0
Sleyster		Physician	150.0
mith		Keeper	65.0
eck		Carpenter	80.0
ne		Guard—office	65.0
n		Relief guard - occasional	Varies
Wilber		Guard	70.0
Jarham		Guard	65.0
Zinda		Guard	52.5
weiger		Keeper	65.0

TUBERCULOSIS SANATORIUM.

Name.	Position.	Com- pensa- tion.
	Unclassified.	Per mo.
. Coon	Superintendent	\$208.33
	Exempt.	
Almot	Stenographer	45.00
ı	Noncompetitive.	
n hitson Hanley	Steward Ass't steward Chief cook	100.00 60.00 70.00
	Competitive.	
che umgartner Bellis Berger C. Carpenter Clifford avies ans ans	Nurse Laundryman Assistant physician Assistant physician Head nurse Laboratory nurse Assistant engineer Nurse Fireman Nurse	30.00 60.00 125.00 100.00 60.00 41.00 55.00 41.00

TUBERCULOSIS SANATORIUM—Continued.

Name.	Position.	P
	Competitive,	Pe
Annette Lambert	Nurse	1
John Lange	Fireman	
L. A. McGonigal	Matron	
Erwen Williams	Fireman	
Kittie R. Williams	Nurse	ĺ
	Labor.	
	Waitress	
rene Best	Assistant cook	
Mary Bowen	Seamstress	
Mary Burns	General work	
John Chopek	General work	
Jennie Evans	Waitress	
Agnes Gibson	General work	
Jane Griffith	General work	
Enola Herr	General work	
da Hoeppner	Laundress	
Conrad_ Holm	General work	
John Hoppe	General work	
Mollie Jaeger	General work	
P. Jones	Laundress	
Ella Lange	Laundress	
David Lewis	General work	
Gladys Mills	Waitress	
Mabel Mills	General work	
Carrie Sayles	Assistant cook	
Lizzie J. Thomas	General work	
Sarah Thomas	General work	
Frieda Wehrman	Laundress	
Hilda Werhman	Waitress	
Philip Williams	Night engineer	
Frances Yauman	Waitress	
C. Alterman	Laborer	
Chomas Barker	Laborer	
Roy Coon	Laborer	
Ced Howe	Laborer	
J. Pugh	Laborer	
Lewis Pugh	Laborer	
David Southard	Laborer	
E. Williams	Laborer(hr.)	
John Williams	Laborer(hr.)	
Iorgan Williams	Laborer	

WORKSHOP FOR THE BLIND.

Name.	Position.	C(per tl
Oscar Kustermann	Unclassified. Superintendent Noncompetitive.	Per \$12
Wm. Schroeder J. Koopis Michael Zana Richard Krantz	Instructor	រ

INDEX

	PAGE
ADVERTISING EXAMINATIONS	7
APPLICANTS—rules governing	44
APPLICATIONS	5
comparative table showing growth of volume in business reg. 3	59
rules governing	44
APPOINTMENTS—from eligible lists	4 64-67
ERTIFICATION AND APPOINTMENT—of laborers—rules	55 48–49
PERTIFICATIONS OF ROSTER	57
HANGES IN CLASSIFIED SERVICE—all officers	64-67
HICAGO—work of the efficiency division	29
IVIL SERVICE RULES	34-57
LASSIFICATION—in penal and charitable institutions	39 34
OMMISSION—expenditures of	69-72 4
OMPETITIVE CLASS—in penal and charitable institutions	39
rules statistics of changes in promotion	36 64–67
OMPETITIVE EXAMINATIONS—reg. 5	60 5
ITICISMS ANSWERED	23-28
EDUCTION IN PAY AND POSITION, rules governing	53
EPARTMENTAL ORGANIZATION AND EFFICIENCY DIS-	. 28-29

	PAGE
DIRECTORY of local examiners	v-vi
EFFICIENCY—gains in	18-19 31
ELIGIBLE LISTS—rules governing	47
ELIGIBLES—reg. 6	61
EXAMINATIONS Comparative table showing growth of volume in business discussion of methods	5 5-6 46-47 3
EXAMINERS—reg. 4	60 4 5
EXEMPT CLASS—rules	34-35
EXPENDITURES of civil service commission	69-72
FIRE AND POLICE BOARDS in Wisconsin cities	1
GRADES FOR PROMOTION	53
comparative study of Wisconsin and Illinois laws powers of Illinois Commission relative to efficiency	3 30
LABOR CLASS—in penal and charitable institutions	40
reg. 9	63 54
rules governing registrationstatistics of appointments	• -
LAW—Wisconsin law compared with laws in other states	2-3
LEGISLATIVE EMPLOYES cost in Wisconsin compared with other states	18-19
LOCAL EXAMINERS, directory of	
MARKING PAPERS-fundamental guiding principles involved in	6
MEETINGS OF COMMISSION	4 63
MILWAUKEE—volume of business compared with the state	5

EPORT OF THE STATE CIVIL SERVICE COMMISSION.	131
	PAGE
PETITIVE CLASS—in penal and charitable institu- ions	39 40 -4 1
XAMINATIONS—when given	6
LLSreg. 8	62
BOARDS IN CITIES, second and third class	1
S—has civil service eliminated politics?	22–23
ENT—powers of	58 58
ION—rules governing	51
ENDATIONS OF APPLICANTS, rules governing	56
ENDATIONS OF THE COMMISSION	31-33
TIONSgoverning	58–63 57
ATEMENTS—statistics of	64-67 50
OF COMMISSION	1-33
—comparative table showing increases since 1906 aployes in all departments	9 73 –12 8
-limitations on civil service procedure	13
s for promotion	53
ARY AND CHIEF EXAMINER—power and duties of	58 58
ICS IN CLASSIFIED SERVICE	64-67
ARY AND EXCEPTIONAL APPOINTMENTS—governing	49– 50
—in state hospitals	12
ERS—rules governing	50
tics of	
tics of requests for	68
OF DUSINESS Wisconsin Commission	2

.





•

Acces Calbrania a car -

FIFTH BIENNIAL REPORT

OF THE

WISCONSIN CIVIL SERVICE COMMISSION

FROM

July, 1912, to July, 1914, Inclusive



MADISON, WISCONSIN

DEMOCRAT PRINTING COMPANY, STATE PRINTER
1914

CIVIL SERVICE COMMISSIONERS

THOMAS J. CUNNINGHAM, President, Chippewa Falls
OTTO GAFFRON, Plymouth
PERCY Ap ROBERTS, River Falls

SECRETARY AND CHIEF EXAMINER

JOHN A. HAZELWOOD, Madison

ASSISTANT EXAMINER HENRY S. KNIGHT

CHIEF CLERK
ELSA A, SAWYER

NELLIE M. CRANE, Stenographer

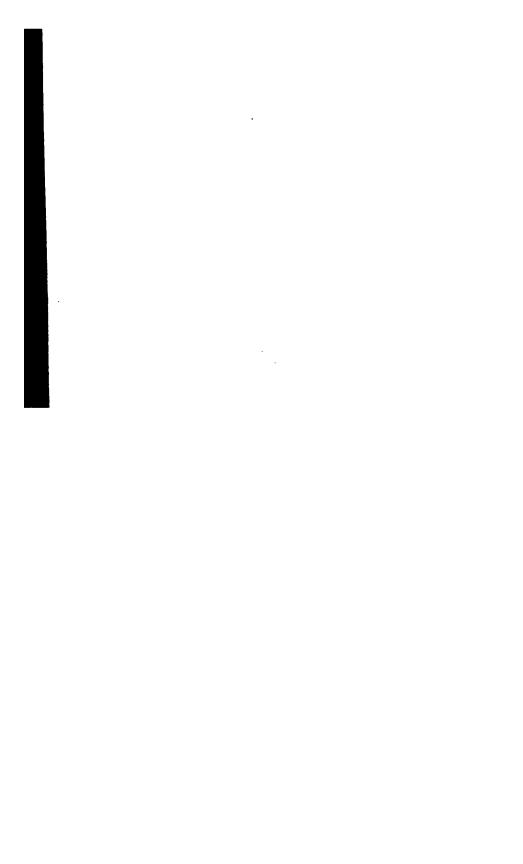
MABGARET FOBAN, Clerk

EMMA B. KUELTZ, Stenographic Clerk

JENNIE E. EBICKSON, Clerk

TABLE OF CONTENTS

	PAGE
Directory of local examiners	5-6
Report of the Civil Service Commission	7-25
Statistics of changes in service	26-32
Statistics of examinations	33-35
Expenditures of the commission	36-41
Rules and Regulations	42-69
Index	71



DIRECTORY OF LOCAL EXAMINERS.

nty and Examining Center.	Local Examiners.	County and Examining Center.	Local Examiners.
s—Friendship	V. T. Thayer.	Fond du Lac-Waupun	T. M. Welch. H. C. Curtis. F. R. Nash.
n-Barron	Nellie Kane. Carl Rudquist. C. W. Meadows.	Forest-Crandon	H. A. Kamm. A. A. Blandin. John Masbaum.
eld—Washburn	M. S. Hines.	Grant-Lancaster	E. B. Goodsell. J. C. Brockert.
n-Green Bay	Timothy Burke. Joseph Martin.	-Platteville	W. A. Johnson. J. A. Wilgus.
lo—Alma	J. A. Ganz. H. J. Nichaus.	Green-Monroe	George Beck. S. E. Smalley. C. H. Dietz.
tt-Grantsburg	· · · · · · · · · · · · · · · · · · ·	. Green admite	J. J. Sherron.
net—Chilton	G. M. Morrissey. Geo. C. Humes. Charles Luther.	Green Lake-Green Lake	S. G. Potter. Geo. V. Kelley. John J. Wood, Jr.
ewa-Chippewa Falls	C. J. Brewer.	Iowa—Dodgeville	
AT 111 111	Albert Brunstad.	Iron—Hurley	Wm. D. Tyler. Mat J. Connor.
-Neillsville	Wm. A. Campman.	Jackson-Black River Falls	F. B. Dell. Sam Lund.
ibia-Portage	W. G. Clough. J. E. Jones. A. C. Kellogg.	Jefferson-Jefferson	
bia-Columbus	Thos. Sunderson.	Juneau-Mauston	C. W. McNown. J. W. Wightman.
ord—Prairie du Chn. Madison		Kenosha—Kenosha	
-Juneau	Oscar II. Bauer. John Kelley.	Kewaunce—Kewaunce	Jos. J. Schultz. John M. Borgman. Joseph Jirtle.
Sturgeon Bay	H. O. Bernhardt, H. A. Norden.	La Crosse—La Crosse	•
sSuperfor	A. D. S. Gillett. A. D. Whealdon.	Lafayette-Darlington	Daniel McConnell.
Menomonie	Thos. R. Moyle. G. L. Bowman. Fred Thomson,	Langlade—Antigo	T. W. Hogan. Mattie McMillan.
laire-Eau Claire	W. H. Schulz. John B. Fleming. A. H. Shoemaker.	Lincoln—Merrill	Wm. Milne. H. J. Bowell. W. A. Clark.
re—Florence		Manitowoc-Manitowoe	F. J. Taugher. Wm. Rathsack, Jr. C. G. Stangel.
lu Lac-Fond du Lac	F. W. Chadbourne. D. O. Williams.	Marathon-Wausau	Anton Mehl. S. B. Tobey.

6 REPORT OF THE WISCONSIN CIVIL SERVICE COMMISSION.

DIRECTORY OF LOCAL EXAMINERS—Concluded.

County and Examining Center.	Local Examiners.	County and Examining Center.	Local Examiners.
Marinette—Marinette	G. H. Landgraf. F. W. Hanft. C. R. Johnston.	Sauk-Baraboo	R. B. Griggs. C. H. Evenson. A. C. Kingsford.
Marquette-Montello	A. J. Barry.	-Spring Green	Bern. McNulty. Thomas W. King.
Milwaukee—Milwaukee	Wallace Reiss. J. C. Castleman. Wm. T. Darling.	Sawyer—Hayward	Wm. A. Light. R. J. Hennessey.
Monroe-Sparta	Z. S. Rice.	Shawano-Shawano	M. R. Stanley. Julius C. Luebke.
Oconto-Oconto	L. C. Harvey. Fred Schedler.		O. O. Weigand.
Oneida—Rhinelander		Sheboygan—Sheboygan	H. F. Leverens. Theo. Dieckmanne Jos. C. Elfers.
Ontagamie—Appleton	Chas. W. Treat. Humphrey Pierce.	Taylor—Medford	G. W. Adams. M. A. Buckley.
Ozaukee-Port Washington	J. E. Uselding. C. H. Bachhuber. Marg. E. Schmit.	Trempealeau—Whitehall	P. H. Johnson. E. J. Brovold. J. I. Dewey.
Pepin—Durand	W. B. Newcomb. Cynthia Carlisle.	Vernon—Viroqua	Frank H. Graver H. L. Gardner
	C. A. Ingram.	Vilas-Eagle River	Prin. A. J. Au Grant Cook.
Pierce—Ellsworth	A. J. Ingli. Wm. W. Clark. R. D. Morton.	Walworth—Elkhorn	John G. Voss A. C. Beckwit
Polk-St. Croix Falls	C. W. Monty. J. A. Mack. F. W. Walker.	Washburn—Shell Lake	J. A. Lonsdo J. H. Shields J. M. Smith.
Portage-Stevens Point	F. N. Spindler, A. E. Bourn, Henry Finch.	Washington—West Bend	D. E. McLan F. W. Buckling W. P. Rix.
Price—Phillips	E. W. Murrray. Fred R. Struble.	Waukesha-Waukesha	S. B. Ray. D. J. Hemlows E. E. Howa
Racine—Racine	A. J. Wilbor. Guy A. Benson.	Waupaca—Waupaca	
Richland-Richland Center.	A. A. Thomson. Thomas A. Nee. F. H. Pratt.		
Rock—Janesville	John Arbuthnot. H. J. Cunningham. M. P. Richardson.	Winnebago—Oshkosh	A. B. O'Nei I D. W. Fern
Rusk-Ladysmith	O. E. Rice. Alden J. Laidlaw.	Wood—Grand Rapids	M. H. Jack
St. Croix-Hudson	F. T. Condit. J. A. Lindquist.		W. J. Conve

GENERAL REPORT AND RECOMMENDATIONS

HON. FRANCIS E. McGovern,

Governor of Wisconsin,

Madison, Wis.

The Wisconsin civil service commission herewith presents to you its fifth biennial report on the scope and character of services rendered. The work of the commission has increased in magnitude and in quality from year to year. We believe that a review of the administration of the merit system will prove of value at this time.

BUSINESSLIKE ADMINISTRATION

To administer the government affairs of the commonwealth of Wisconsin economically and efficiently is a difficult and complex undertaking. The citizens of Wisconsin are stockholders in the government and are interested in securing the highest dividends possible. Our people are desirous of securing for public service the most competent and efficient employes. Men who have the working out of general policies and the determining of class activities need the most efficient help obtainable in order to secure the best results. This is true of the administrative offices of Wisconsin, just as it is true of directors of corporations desiring to employ the most expert and practical laborers possible in order to obtain the highest returns.

THE MERIT SYSTEM

Wisconsin wisely determined upon the merit system of selecting those who have the clerical, stenographic, inspectorial and ministerial duties of the state to perform. Officials who are elected by the people are required to pass a most rigid examina-

tion; therefore, it is only reasonable to hold that all employes who are appointed to public office should be selected upon the ground of fitness, and not owing to political, religious or friendship pulls.

CHANGES IN PERSONNEL OF THE COMMISSION AND OFFICE FORCE

During the last two years the civil service commission has labored somewhat at a disadvantage owing to changes in its personnel and in the office force. In July, 1913, its president, C. E. Buell, terminated his services as a member of the commis-Mr. Buell had honestly, conscientiously and very judiciously acted as president and member of the commission for six years. In September of last year Mr. F. E. Doty, secretary of the commission from its organization in 1905, was invited to take up a work in California which in his judgment was larger and more important. His resignation was reluctantly accepted by the commission. Mr. Doty had blazed the way in Wisconsin for the successful administration of the merit system. with many difficulties and much opposition from those long used to advantages under the so-called spoils system; and not only those long experienced in receiving prestige on account of opportunities afforded, but also some of those who in their political careers had championed the merit system, opposed its administration. At all times Mr. Doty stood calm, firm, determined to make the public service of Wisconsin subservient not to the political boss, but to the principles of the merit system. loss of Mr. Buell and Mr. Doty to the civil service work in Wisconsin cannot be easily estimated.

Mr. Buell's place on the civil service commission was filled by the appointment of Mr. Percy Ap Roberts of River Falls, and that of the secretary and chief examiner, by the selection of John A. Hazelwood of Jefferson. The place of Miss Theda Carter who had efficiently held the position of chief clerk for four years and who resigned January 1, 1914 to accept a position with the Teachers' Retirement Fund was filled by the appointment of Miss Elsa Sawyer, whose name was first on our eligible list of clerks.

THE DUTIES OF THE COMMISSION

The commission, having placed upon it additional duties and responsibilities by the last legislature, has been active in endeavring to carry out plans that were carefully prepared and preented to the legislature by the commission.

The commission has met on an average of twice a month durng the past two years. The work of the commission involves
mong other things the supervision of the work of the office; the
etermination of policies to be pursued; the hearing of special
pplications for reclassification of positions and for action in exptional cases of employment; the conducting of investigations
not matters touching the enforcement of the law and violation
lereof; the listening to appeals relative to ratings of examinaons, and the visiting of various departments and institutions of
estate.

EXAMINATIONS AND APPOINTMENTS

Since the law was enacted in 1905 the total number of persons have applied for examination is 21,934.

To tal number of persons who wrote in examinations 19,478.

rotal number who passed 10,002.

eligible lists to competitive, noncompetitive, exempt and positions. Further figures are set forth in detail in the pendix. The general method of conducting examinations is essentially different to-day from what it was two years ago, to be believe it is not out of place, at this time, to call to your tention a few of the features of our examination method.

EXAMINATIONS NOT A MERE FORM

It means something to pass a Wisconsin civil service examination. The very nature of the examinations contributes largely to the dignity that justly belongs to the service of the state. They are not mere forms used for the sake of appearance. Everything possible is done to make them fair and yet very searching. Chart number 1 indicates the degree to which they are selective in their nature.

EXAMINATIONS PRACTICAL IN THEIR NATURE

It has been the aim of the commission to conform the method of examining applicants as nearly as possible to the procedure followed by leading commercial concerns. The oral interview

CHART NO. I.—SHOWING SELECTIVE PROCESS IN CIV. SERVICE EXAMINATIONS

NUMBER
TAKING
EXAMINATIONS
1912—1914

4720

NUMBER
PASSING
EXAMINATIONS
1912—1914

2692

of the candidate, together with the written statement made by references concerning his character, health, employments, etc. count largely in the examinations. The oral interview may include medical and physical tests, field tests or practical try-outs in the actual work connected with the position for which the candidates are examined. The written test has been dispensed with whenever candidates could be examined satisfactorily without it.

FIXING A MINIMUM PASSING MARK IN A SPECIAL SUBJECT

It has been found advisable to include a number of subjects in certain written examinations. One of them is a basic subject of vital importance in which the candidate should pass high in order to qualify. While all the other subjects are more or less necessary, the basic subject is rated first in the marking of papers. Those candidates who fail in the basic subject fail in the entire examination. This plan insures proficiency in the basic subject on the part of every eligible, and affects a considerable saving of time and money in the rating of papers.

THE SUPPLEMENTARY ORAL EXAMINATION

The appearance, address, personality, tact and deportment of candidates are qualities of the first importance to be considered in examining for certain positions, such as inspectors—i. e. building inspector, medical inspector, hotel inspector, school inspector, etc. With respect to such qualities we believe that the relative merit of candidates is best ascertained by an oral examination. This oral examination is given at one or more selected centers, shortly after the general competitive written examination. Only the successful candidates are required to appear at the supplementary oral examination. The candidates are questioned by members of a committee of from five to eight Each candidate is given a mark by each of the expersons. The average of these is taken as the mark for the oral Those who act on these committees are men espeexamination. cially qualified to judge of a candidate's fitness for the position for which he is examined.

SPECIMEN QUESTIONS

Heretofore it has been the policy of the commission to advertise the general scope of the practical or technical questions rather than publish the questions themselves, but so many requests have been received for questions that the commission is now issuing a manual of specimen questions used in the more important examinations of frequent occurrence.

It is hoped that persons who are well qualified to compe to but who refrain from so doing because they do not know when at to expect in these examinations, will in this way be encouraged make application.

NEW POSITIONS FOR WHICH EXAMINATIONS HAVE BEEN GIVEN

Following is a list of the new positions for which examinations have been given during the biennial period—1912-14:

	No.	N > −
	Examined	Pas ≤ ed
Boiler Inspector	26.	5
GuideCapitol	23	5
Hotel Inspector	100	53
Plumbing Inspector	18	11
Salesman—State Prison Products	67	47
Woman Inspector of Grades Below High School	68	50
	•	
•	302	211

The presentation of the data relative to these examinations will bear careful study and thought. In the first place we desire to call attention to the fact that practically all of these positions are of the type to catch the eye of the "spoils system" politician, as enviable prizes to use in paying off good sized political debts. In most states they would be thus appropriated and fitness would play a minor part in determining the appointment. Even those who failed in the above mentioned examinations were of a high enough type and had sufficient prepartion to have made them eligible to appointment under the "spointsystem".

The data shows the results of civil service administration. Out of the 302 examined for these positions only 211 even passe and of those who passed only the three highest in each case were certified for the position. This indicates the care that is exertised.

sed in the selection of a person for a position, under civil servadministration.

OUTSIDE RECOGNITION OF THE COMMISSION

During the past biennial period several private corporations well as municipalities have applied to the commission for perission to select candidates for certain positions from the comission's eligible list. This may seem to be a rather small matrand yet we believe it is significant in its bearing. It sugsts the respect that is felt for the commission's examination ethods. It is further significant in that it indicates the growinterest in efficient administration, on the part of municipal-

On January 3, 1914, at the request of the Sheboygan Board of ablic Works, we held at that city a competitive examination for e position of plumbing inspector for the city of Sheboygan. In June 20, 1914 we held a similar examination at Oshkosh by Quest of the Oshkosh Board of Public Affairs. We welcome the requests and are glad to render to the counties and municialities of the state any service within our power.

TENURE OF OFFICE

Chart number 2 tells its own story. The change in condi-Ons between 1904 and 1914 is largely due to the administration the Civil Service law which went into effect in 1905. Oughtful business man can fail to see at once the significance this change. The manager of a large corporation guards sainst frequent changing of employes and encourages increas-E length of service because he knows what it means in profit ld loss to the business. The citizens of Wisconsin are the iners as tenure of office becomes longer and more secure. They Ofit the same as do the stockholders of a private corporation der similar conditions. It is unnecessary to discuss the asons for this. Any thoughtful person must recognize them. d to him the comparison shown in the chart cannot but be full Significance.

CHART NO. 2.—SHOWING EFFECT OF CIVIL SERVICE AD-MINISTRATION ON TENURE OF OFFICE

AFTER

CIVIL SERVICE

IN

WISCONSIN

58%

HELD OVER

FROM

1910 to 1914

BEFORE
CIVIL SERVICE
IN
WISCONSIN

18%
HELD OVER
FROM
1900 to 1904

APPROPRIATION FOR CIVIL SERVICE

Chart number 3 shows the yearly civil service appropriation as found in the nine states under civil service laws.

Civil Service administration in Colorado is very young and in Connecticut the work is carried on on a small scale. Considering Wisconsin then in relationship with the other states, Colorado and Connecticut excluded, we see that Wisconsin has the smallest civil service appropriation of any. The appropriation of New York is three times as large as is that of Wisconsin. In this connection it is interesting to note that for last year when the New York State Commission held 186 open competitive examinations Wisconsin held 162.

NEW FEATURES OF OUR WORK

Introductory.

In 1912 Mr. G. D. Sprague was employed jointly by the Board of Public Affairs and the Civil Service Commission to make a study of departmental organization and efficiency, salaries, classification of service according to duties, and methods of keeping efficiency records. Mr. Sprague devoted five months to the work and then withdrew to manage a private business in the East. His investigation was therefore incomplete.

This year the commission secured the services of Mr. Allen M. Ruggles to take up the work started by Mr. Sprague, and in conjunction with the secretary and the commission to draft plans and suggestions leading to a more effective service. Reports on the work have from time to time been made to the commission and although at this time we are not ready to outline a definite policy leading out of this work, we do present the following preliminary suggestions which show in a small way the trend of the study now being made.

It is our conviction that the state civil service commission should concern itself not only with the selection of candidates for the various state positions but that there devolves upon it the further function of assisting administrative heads in maintaining a high degree of efficiency within their respective departments. In other words we believe that we owe it as a duty to state administrators as well as to the people of the state to concern ourselves seriously and actively with the efficiency of

CHART NO. 3.—SHOWING THE ANNUAL CIVIL SERVICE APPROPRIATION FOR NINE STATES UNDER CIVIL SERVICE LAWS. New York 874,730 ***666,820** Ohio \$57,967 Mass. 846,440 Hinois New Jersey 162 Competitive Examinations in Year-Wisconsin 186 Competitive Examinations in Year-New York California

\$25,000

\$25,000

\$23,565

Wisconsin

the individual worker, just as long as he remains in the service of the state. And further, we feel that by virtue of our relationship to the other departments of state, we are in a position to organize and carry out certain plans for increasing the general efficiency of the service. In accordance with these beliefs we are at present actively interested in the following problems which have a direct relationship to the businesslike administration of state affairs.

RECLASSIFICATION OF THE SERVICE

We believe that salary should be directly related to the actual nature of the duties performed. This means that neither the title of a position, the department head, nor precedence should determine salary, but only specific duties actually performed. Each employe should be paid for just what he does. Two employes doing the same kind of work, other conditions being similar, should receive the same salary. This is business and justice, and leads to greater satisfaction on the part of those in the service. It means that after analyzing an employe's work we ought to be able to say that he should receive a certain salary because the work that he is doing calls for this salary. He should be receiving this salary, not because of the title of the position he holds, but because of the duties he actually performs.

To follow out this idea consistently requires that the Civil' Service Commission shall have as a standard for comparison a complete list of typical duties for each branch of the service. so charted or grouped that those in the same group require practically the same degree of ability in performance. With each group must go a maximum and minimum salary. To illustrate the application of this principle, to actual classification: We have here an exact description of the duties of an employe, say He receives \$80 a month and has a title that suggests more in the line of responsibility and requirements than is actually involved. We note in which groups of our clerical service chart, his duties fall. The group in which the major part falls alls for a salary of from \$50 to \$70 per month, including full llowance for length of service. A clerk in another department ing work falling in the same group, and having been in the twice the same length of time receives only \$65 per month. mething is wrong.

We are not placing the blame on the department head. The first position bears a rather impressive title, and precedence dating back to the days of the spoils system has attached the \$30 salary. Then too it must be remembered that all the department heads cannot be expected to have just the same idea of what salary certain work calls for, and even if they did, they hard by have the time to analyze carefully the work of each employe in the department, compare his duties with those of employes other departments and as a result apportion a just salary.

We as a Civil Service Commission approve the pay rolls, we know the people who go into the service; we keep track of their work after their appointment. We believe that we are in a position to see the situation as a whole as no department head can, and so we are working out this chart or group arrangement of duties with attached salary schedule, based as justice demands on the nature of duties performed. This grouping is already determined for the clerical service, and the work will be continued for the other services. The grouping is being worked out in such a way that it will represent the consensus of judgment of many persons expert in the particular service under consideration.

Each department head will be given a statement, showing where in the classification each of the employes of the department falls, what salary each should be receiving according to the issuadard scheme, and urged to attempt in the future to bring salaries in that department to conform to the standard. In though we do not urge that the salaries of those now in the service be reduced to conform to the new salary schedule, we do urge that no salary be increased until the employe has met all the conditions for such increase as are required by this new plan.

The commission expects for its own convenience to use the following scheme in its general classification of the service. The state service as a whole will be divided into eight different services, to be known as

- 1. The administrative service
- 2. The supervisory service
- 3. The inspection service
- 4. The professional and advisory service
- 5. The clerical service
- 6. The protective and preventative service
- 7. The skilled labor service
- 8. The unskilled service

ne services will be subdivided into classes according to the ing nature of the work; the classes will be divided into es representing marked differences in ability required in performance of duties; and each grade is to be broken up, ranks, indicative of salary.

SALARY SCHEDULE

ne commission is now gathering and organizing data relative ne issuance of suggestive salary schedules for the various services. Each grade will bear a maximum and a minitial salary. Between these limits will be intermediate salary bilities which will serve as steps in the promotional scheme, e schedules will represent a careful study of the salary lules of other states, together with a study of the relations of salaries in the Wisconsin state service. The whole attit is that of standardizing salaries and bringing about a direct relationship between salaries and duties actually brined.

SALARY INCREASE

le commission believes that salary increase within a grade ld be uniform throughout the service. Salary increase ld be determined by certain established principles. To this we suggest the following rules and regulations:

A person appointed to a position shall begin with the lowest salf the grade to which he is appointed.

Salary increase within the limits of a grade shall be recommended e department or commission head and certified to by the civil e commission according to the following regulations:

iority: Increase of salary for length of service shall not be made the expiration of one year's service in the grade in which the ye is classified at the time of such increase. Thereafter it shall ide for efficient service at the rate of one unit* a year, until the num for the grade is reached. In no case shall the salary be ised above the maximum for the grade.

rease of salary for length of service shall be recommended only the employe shall have attained an efficiency mark of at least the preceding year.

te. The unit will differ in the various classes and grades but in general and for the minimum salary increase within the particular grade reto.

Performance of duties of a higher grade: In accordance with the fundamental principles guiding our work of classification, we recommend that for each unit* of time per day devoted to duties of a higher grade, by an employe, he receive a unit increase of salary, provided that no such increase be made until the employe has for a period of at least six months efficiently performed the duties upon which it is based. This factor of salary increase should operate independently of that of seniority but in no case should it operate to raise an employe's salary above the maximum for the grade in which he is classified.

PROMOTION FROM GRADE TO GRADE

We believe that promotion from grade to grade within the service has marked advantages, and that for the good of the service employes should be encouraged to anticipate advancement and actually prepare themselves for such promotion. However we do not believe that when an opening occurs, competition for it should necessarily be restricted to those already in the service. The service wants the best it can get and not just a passable man. In going from the lower to the higher grades in the civil service organization, there are points where the need of an entirely different type of ability is found. There should be provision for taking in at these points men of broader education and of a higher type of ability.

In connection with, and as an important part of our study of duties and our classification of positions we are endeavoring to determine at just what points in the organization new types of ability are required in the efficient performance of the related duties. As a result of this study we shall recommend that positions in certain grades be filled by competitive examination open to those without as well as within the service.

CREDIT FOR EFFICIENCY AND EXPERIENCE IN PROMOTION

In the cases of those within the service whose duties have been such as to be of real advantage to them should they receive appointment to the higher grade position, we believe that additional credit should be given on the examination. However we are

^{**} Note-What this unit of time is to be, will be determined later but it will not be less than one hour.

ready at this time to say as to the method of allowing for the tors of similarity of duties, length of service and efficiency.

e decision in this matter will depend largely upon the results the study of duties now under way. The final classification

be charted in such a way as to show clearly lines of promonand possibilities of entrance into the service from without.

VACATIONS

We recommend that after one year's service an employe be titled to an annual vacation according to the following schede:

An employe in the service less than a year should upon special quest be granted a vacation of as many days as he has been 11 months in the service. This provision should in no case erate so as to increase in any way the number of days of vation per year as indicated in the accompanying schedule.

SICK LEAVE

When a state employe is prevented by sickness from reporting r duty, he must, on the first day of his absence, send notice ereof to the head of his department either in writing, by mesnger or by telephone. If the absence is for more than one day. e state employe must within three days furnish to the head of 8 department the certificate of a physician stating that such te employe is unable to perform his work because of sickness. Pon receipt of such certificate the head of the department may ant sick leave with or without pay until recovery for a period not to exceed 12 days, and may renew the same for like peods without pay, provided that the total number of days for thich such sick leave is granted shall not exceed 36 days in any The fiscal year (except by special action of the civil service commission.) The commission may disapprove such leave for any of the following reasons:

- (a) That such state employe is not in fact sick or incapacitated from performing his duties; or
- (b) that while on sick leave he has engaged in private work; or

(c) that such leave was not granted in the manner prescribed by this rule.

Temporary appointees shall not be granted leave of absence, except sick leave.*

EFFICIENCY WORK

As suggested above we believe that we are in a position to assist the department heads in increasing very materially the efficiency of those in the service. We are at present taking definite steps toward the establishment of an efficiency and educational division. We hope soon to suggest to the various appointing officers a simple and workable plan of reporting efficiency, one that will fit into the general scheme of classification now being worked out, and play an important part in determining promotions.

As has been well said of the operation of efficiency reports "It has a moral effect upon the employe to know that a record is being kept of his work. It is of value to the commission in that it will keep it informed of its own deficiencies in selective methods".

The progress made by the New York, Chicago and other commissions in definitely working toward increased efficiency within the service is, to say the least, indicative of great possibilities for good in this field.

EDUCATIONAL WORK

The idea of a businesslike public service is, in our country, comparatively new. The propagation of a new idea means systematic education. The Civil Service Commission must realize and assume its mission of education if it is really to stand for the most efficient service. It must take an active part in advancing in the minds of all, the true conception of the significance of public service. Many notions of that service that are so closely bound up with the reign of graft, must be uprooted and cast aside, while the new conceptions of things are put in their places. Within and without the service this education must go on.

If the principles for which the state civil service commission

 $^{^{\}circ}$ NOTE. This regulation, excepting that part in parenthesis, is taken bodily from the Cook County regulations.

ds are really worth while the people of the state, especially young people, ought to be made familiar with them. They it to realize their meaning in the nation-wide attempt to put administration of the government on a more businesslike. In the East this good work of education has been caron by the Women's Auxiliary of the Civil Service Reform ciation. We see no reason why the Civil Service Commissional should leave entirely to the women this work of instructionable young in the principles of good government. We bethat it is to the interest of good government to carry on this and to that end we shall soon issue a booklet on Good Government and Civil Service, to be used in the high schools of the in connection with the work in history and civics.

e further intend to familiarize the people of the state with vork of the Civil Service Commission. We expect from time ne to issue booklets addressed directly to the taxpayer of the , presenting in simple language, just what the Civil Service ing, what it means to the state, how it is administered, and those who desire to enter the state service may prepare thems to do so.

PROGRESS OF EMPLOYES

ie demands for education within the service are many. Service Commission should seize every opportunity to make ce for the state one of growth and progress. A public sershould continually be advancing in his interest, in his and in the efficiency of the service he renders. A state eme ought to have a comprehensive idea of the real meaning He should be stimulated to keep in close touch the operation of new laws and the application of certain lamental principles of administration. He has enviable edional opportunities in public service. As the employe res these opportunities and has aroused within him a vital est in the work of the department, his value to the state become greater and he will be in a position to assist in meetthe new and growing needs of the department. This condiof affairs calls for encouragement and in giving this encourent the Civil Service Commission ought to take a hand.

some departments education of this nature is being conslive and definitely pursued and the results are most gratify-

ing. But to carry on education of this kind to the greatest advantage requires definite planning and organizations. The various departments are too rushed with work to devote much time to this planning and organization. It seems then that this is a work that we as a Commission can well undertake. We believe that with the coöperation of department heads we should take steps to increase directly the efficiency of employes in the actual work they are doing. This is being successfully done in Chicago and elsewhere. Its value need not be argued. It is a matter to be gradually worked out as opportunity offers and should be under the direction of the efficiency and educational division of the Civil Service Commission.

In connection with the department of public property we are at present making an attempt at this sort of education through the presentation to the police, janitors and elevator men of the capitol, of a series of talks which we trust will prove of educational value and lead to more intelligent and efficient service on the part of these public servants. We have placed in the hands of the police at the four entrances to the capitol booklets containing pictures of the groups of statuary and the pediments with a full description of each figure, that they may more readily familiarize themselves with these groups and be able to explain clearly their significance to interested visitors.

The outline of the talks follows:

PROGRAM OF TALKS

TO

POLICE, JANITORS AND ELEVATOR MEN

-	There exists a secondary
Ι.	Presentation of plan
	Mr. Onstad
	Mr. Hazelwood
	Talk.—General points of interest about the capi-
	tol and duties of employes in pointing
	these out
II.	Talk.—The General Exterior of the CapitolMr. Holtz
IH.	Talk.—Marbles and Granites. Located on floor planMr. Donald
IV.	TalkStatuaryMr. McGregor
\mathbf{v} .	Talk.—How We Are Governed
VI.	Talk.—Governor's Reception Room
VII.	Talk.—Assembly Chamber & Senate ChamberMr. Holtz
VIII.	Talk Supreme Court Room
IX.	Talk The Commission Form of Government Mr. Hazelwood
\mathbf{X} .	Talk Basement -Ventilation, Sanitation, Master
	('lock, etc
XI.	Talk.—The Efficient Police
XII.	Talk.—Physical Training
	A SELECTION OF THE PROPERTY OF

It is also our intention to conduct further series of talks of a milar nature with other groups of employes. An employe who not in good condition physically cannot give the state the ost efficient service. The state looses as well as the individual. Ater a course of instruction will be given to state employes on e proper care of one's physical self, a course that will be ractical in its nature. We believe that there should be a defite plan of stimulating employes along the lines of self-improveent and of giving them due credit for such work. The working out of such a plan remains to be undertaken.

The preceding simply indicates in general the scope of the ork we have in mind for the betterment of the state service. Ve are carrying on simultaneously several lines of endeavor and e hope soon to tell of our actual achievements along these lines. he need of a permanent educational and efficiency division in nunection with the work of our commission is realized now ore than ever before.

THE MERIT SYSTEM POPULAR

The idea of an efficient and organized civil service is prevailg in cities, counties, states and nation. The businesslike adinistration of public affairs demands care in the selection of
in to carry on its work. Various departments of public adinistration under the statutes have adopted civil service methin the examination of applicants for positions. County highy commissioners in Wisconsin are selected as a result of a
impetitive examination. Municipal accountants are chosen beuse of their demonstrated ability and efficiency. Plumbers
ist pass an examination before they receive a state permit to
iblicity follow their trade, and doctors and lawyers must saty state authorities of their fitness to practice before they are
anted state licenses.

Although the centralized control of civil service is comparaiely new in this country, in the past decade great advances we been made. Wisconsin is in the forefront in the work of iprovement and efficiency in all branches of public service. In it attempt to advance the state service, we need the coöperaon of every individual and department interested in the public elfare. Then, working together toward a common end, we may tok for efficiency of public service in the state.

Respectfully submitted,

T. J. CUNNINGHAM, OTTO GAFFRON, PERCY AP ROBERTS. STATISTICS OF CHANGES IN THE CLASSIFIED SERVICE IN ALL OFFICES. DE-PARTMENTS AND INSTITUTIONS, INCLUDING APPOINTMENTS, PROMOTIONS TRANSFERS, RESIGNATIONS, REINSTATEMENTS AND DISMISSALS.

;				Com	PETI	TIVE	:			No	NCO	MPE	TITIVE
		En	tere	ed Se	ervi	e.		Left Servi			nter rvic		Le- Ser
Office, Department or Institution.	Eligible List.	E. L. Temp.	Sec. 13 N. E. L.	Emergency and No List Ap.	Reinstatement.	Transfer.	Promotion.		By Transfer	Permanent.	Temporary.	Reinstatement	
Charitable and Penal Institutions: Green Bay Reformatory. Home for Feeble-Minded. Hospital for Criminal Insane. Industrial School for Boys. Industrial School for Girls. Northern Hospital for Insane. School for the Blind. School for the Deaf. State Hospital for Insane. State Public School—Dependent Children. Tuberculosis Sanatorium Wisconsin State Prison. Workshop for the Blind.	12 15 16 16 15 27	10	111 9 4 500 8 200 3 1 1 15 23 25 10		100	3	3 6 2 13 13 10	27 . 29	3	118 12 20 49 8 4 16	141 1 2 6 193 4 5 327	3 7	238 13 288 3 248
Total	140		179	16		- 6		257		235	687	36	758
Board of Regents La Crosse Normal Milwaukee Normal Oshkosh Normal Platteville Normal River Falls Normal Stevens Point Normal Superior Normal Whitewater Normal Total	5 1 			12 4 8 1 8		****	1 1	43		1			
tout Institute	7	l	! !	9			1			8	1		2
State Departments: Board of Agriculture Attorney-General. Barbers' Board Capitol Commission Civil Service Commission Dairy and Food Commission. Fire Marshal Fish Commission Forestry Free Library Commission Game Warden Grain and Warehouse Commission. Board of Health Highway Commission Board of Humigration Industrial Commission Insurance Commission Land Office	1 9 9 1 1 1 1 1 3 1 3 1 5 5 1 2 2 2	14 6 70 70 21		1 2 91 7 18 16 2 6 7 11 101	1 1 66 4	3	3 4 5 1 3 7 4 6 6 2	4	1	i 1			Land

!			C	OME	ETI:	ri V E				No	NCO	(PET	'ITIV	E.
į		En	tere	d ×e	rvic	e.	:	Le			tere		Le serv	
Department or stitution.	Flightle List.	E. L. Jemp.	Sec. 13 N. E. L.	Emergency and No List Ap.	Rein tatement.	Transfer.	Promotion.		By Transfer.	Permanent.	Temporary.	Reinstatement.		Br Transfar
ments-Continued:					1								Н	
and Sanitary Board				1			1		1					
ion	5							6						
Pharmacy				1				****						
pard	1	1				****	1	3	1					
Public Affairs	15	26		46		1	3	81	2	1	1			
ommission	23	7		18	2	40.00	27	19	2	3			4	
nd Tax Commission	4				100		3	2		14			11	
Statutes	• • • •							5	****		,			
f State	3	47		3		1	7	5	3				****	
rical Library	2				1.70	1112	2						ices	4.50
of Public Instruction	10			4		1	''i	4		***		***		.,,
ury	1									1	2			
Board					100.0			17.60				4000	* 4.6.6	
inarian		16										****	****	
ent of Public Property.	14	43		28		++++	19	9	1			****		
ourt		No	cha	nge	8			60		3.1			40	
ission	48	19		113		3						****		
ension Bureau	9							11				****	1125	
gent	• • • •	• • • •	****	****	457 E	****		****		15		1	- 5	
	333			579	88	15	142	285	13		39	3	25	
	=	==	=	-	-	-		_		=		=	_	
:	2	0		0				7	100					F
	34	-		i	99	· i	6	10		::::	****	****		**
	25	••••		5			9							
			* * * *		M		-0	200			4,84.8		4473	
	61	3		8	31	1	15	102						
and Natural History Sur		ļ												
and Natural History Sur	12			20				E					20	
al Society				1 2					****					
ndustrial Education		: • • •	****			****	****				1		****	100
Breeders' Association	9	i		1.9	1000	1000		1	***					
				0			****	i	****		1	****	1000	
vee Commission		37.00		2			2131		630		1235			U
vee Committee		1333				1000	100	17.70						
vee Committee Academy of Sciences,						1000		1000	1000					1
etters		255.0		1										١
Experiment Association	1		++++	4	40.04									
Memorial Park Commis-				0						1			100	
Doren's Viotory Conton				2				****						100
Perry's Victory Centen- sition				1		13.		75.75	1	1-	1000	100	100	
Committee				6			****							1.
							-	2000				1011		
• • • • • • • • • • • • • • • • • • • •	17	1		107				7		_ 1	1	****		
		45		359	18		100	Dr.		E				-
										5	. 4	1	7	140
•••••	205	_		1139		-	130	-	-	-	-	_		-

ible List.
... Eligible List Temporary Appointment.
... No Eligible List Appointment.
Ap.—No Eligible List Temporary Appointment.

				L	A BO	R.					Ext	EMPI			
		En	tere	d Se	rvie	e,		Le	ft		Ente	ered		Le	
e. Department or Institution,	List.	L. Ap.	. Ар.	. r.	Reinstatement.	<u>.</u>	tlon.		nsfer.	e List.	nent.	rary.	definstatement.		
	Eligible List	N.E.	r. L. Temp.	.χ. Σ.Χ.	Reinsta	Transfer.	Promotion		By Transfer.	Eligible List	Permanent	Temporary	Refusti		Day Thunselfor
partments—Continued: tock Sanitary Board								İi			1	1			
pection										3				2	
of Pharmacy		• • • •	• • • •	• • • • ,	• • • •	• • • •	• • • •		• • • •	9.5		1	• • • •	• • • •	•••
of Public Affairs															• • •
d Commission	2	1						2			1			1.	
d and Tax Commission		1			• • • •		• • • •		• • • •	10		****	• • • •		• •
of Statutesry of State		••••			• • • • •	• • • •	• • • •			10	- 2	4	• • • •	Ð	••
Historical Library Supt. of Public Instruc-	7	6	16				2							 !	••
reasury		• • • •	· • • • •	••••	• • • •	• • • •			· · · ·		3			3	• •
		4	eres.					2		11					٠.,
eterinarian								1						1	
f Public Property		52			1			4	• • • •	1	150	1	• • • •	1	. • •
e Court	133	1						· 1		183		81		· · · · ·	١٠.
s' Pension Bureau										1	1			2	
ry Agent		·in.			• • • •			****	• • • •	• • • 4	1			• • • •	• •
otal	36	712	48				5	26		19	16	122	4	27	<u> </u>
ire:														, —	
tteeslv					1 • • • •		***		****	****	1		• • • •	j	٠.
iy	****		****				****	****	****	****					ļ.,
			****						-	-	***			!	
otal					<u>:::</u>	=		****	••••		_1	,,	==	=	<u> </u>
rs: ical and Natural His-		F			•			1		(a)			!	,	
Survey		6								1000	56			21	ļ.,
iltural Society		****						***				1900			٠٠,
of Industrial Education tock Breeders' Assn	7.00	2				****				****					
Trade School	Section 1	3	1	1	·						****				٠
e Levee Commission e Levee Committee	,· · · ·	4			. • • • •				****				• • • •		
sin Academy of Sciences,				! • • • •	. • • • •						241+			ļ	1
and Letters		' . 												١	į.,
sin Experiment Assn sin Memorial Park Com-		••••	• • • •		;····		***	****	***			****	• • • •		į٠٠
on Park Com-		22	1	' .				100	0.7						١
sin Perry's Victory Cen-	. '		-											,	1.
al Expositionok Committee	:••••	• • • •		. • • • •	• • • •		***	****	****		1		ļ	! • • •	
ok Committee														·	1.
otal	7	<u></u>		·		==	<u></u>	=	==	·	57	30		21	
у	234	592	58	ļ	14		. 27	627		. 7	715	i _:	! :•••	 442	
otal	970	1501	117	431	33	2	4	1115	1	26	795	304	-	501	1-
. ULAI	1 200	1001	. 116	531	00	' Z	1 24	11110	, ,	4 20	1,000	303	, 4	1001	1

REQUESTS FOR TRANSFERS.

Name.	Title of Position.	From.	Salary.	To.	Salary.	Date.	Rémarks.
Olsf Goldstrand	Night Watch	State Treasurer	00 20	Laborer - Public Property July 6, 1912		July 6, 1912	Denied – Noncompetitive
Mabel Cella	Stenographer		8		873 (8)	Oct. 15, 1912	₹.
Vatoinette Jongeneel.	Stenographer	Railroad Com Tax Commission	13 E 13 E 13 E	Industrial Commission Free Library Commission	 3 & 12 /2	Nov. 2, 1912 Dec. 28, 1912	Authorized.
Hart.	General Clerk	University	X	Assembly 5 per d'y	5 per d'y	Jan. 21, 1913	Authorized-Temp.
Frances Lyons		Investigating Com.		Free Library Commission	3	Jan. 21, 1913	
Shiels	Clerk	University	9 13	Secretary of State	56 00	July 8, 1913	_
J.C.H. Blled	Proof Reader	Printing Board	135 00	Revisor of Statutes	150 00	Aug. 5, 1913	_
Jolen Machlis	Stenographer	Free Library Com	90 92	Tax Commission	6	Aug. 5, 1913	_
Hans Quam	Janitor	Public Property	3	Messenger - Bd. of Contro	£ 60	Sept. 9, 1913	Authorized.
Theda Carter	Chief Clerk	Civil Service Com) (8)	Teachers Retirement	00 001	Nov. 1, 1914	Authorized
C. A. Halbert	Civil Engineer Railroad Com	Railroad Com	150 00	Insurance Commissioner.	8 8	May 29, 1914	

REQUESTS FOR NONCOMPETITIVE APPOINTMENTS TO COMPETITIVE POSITIONS UNDER SECTION 17

Work being temporary or expert

Name.	Title of Positon.	Salary.	Department.	Date.	Remarks.
E. H. Downey Lohn G. Herndon, Jr Carl Geldel Grady Hipp Miss M. L. Bowden E. F. Johns Midred Trilling O. E. Remey	E. H. Downey Economist and Statistician. John G. Herndon, Jr. Editing Clerk Grant of Grant Hipp Assistant Actuary Henry B. Nelson Editing Clerk Falling Clerk E. F. Johns Clerk Contagious Diseases Midred Trilling Clerk Contagious Diseases O. E. Renney Press Agent	\$150.00 100.00 112.70 110.00 50.00 50.00 75.00	Industrial Commission Jan. 7, 1913 Tax Commission June 21, 1913 Dairy and Food Commission. Aug. 18, 1913 Instrame Commission Aug. 18, 1913 Tax Commission Sept. 9, 1913 Tax Commission Sept. 9, 1913 University Sept. 9, 1913 Roard of Health Sept. 27, 1913 ek: Board of Agriculture May 29, 1914	Jan. 7, 1918 June. 5, 1918 Aug. 8, 1918 Aug. 18, 1918 Aug. 18, 1918 Sept. 9, 1918 Nept. 27, 1918 Nept. 27, 1918	Authorized. Authorized. Penked. Authorized. Authorized. Authorized. Authorized. Authorized. Authorized. Authorized. Authorized.

REQUESTS FOR PROMOTIONS

Name.	Department.	From.	Salary.	To.	Salary.	Date.	Remarks.
la 10 Bond	Beilroad Com	Jack	00	Clerk	8	Sont 98 1019	Authorized
Stella E. Ford		Digest Clerk		Digest Clerk	_	Apr. 5, 1913	Authorized.
muel Bryan		Clerk	38 23	Clerk.	_	Apr. 5, 1913	Authorized.
Peter Hanson	Stout Institute	Janitor Machinist and Relief	8	Repair Man	8 8	Aug. 26, 1913	Authorized.
	•	Operator	90 15	Assistant Engineer	55 00	Sept. 27, 1913	Authorized.
rsley Sprecher	Public Property	Laborer	00 03	Chauffeur	65 00	Sept. 27, 1913	Authorized.
ed Barth	University	Laborer (per hr.)	61	Foreman of Coal Bins			Authorized.
m. H. Comerford	Secretary of State	Bookkeeper	166 68	Chief Clerk	_		Authorized.
Owen J. O'Neal	Public Property	Laborer	8	Elevator Operator	9 12	Oct. 4, 1913	Authorized.
J. Russell	Game Warden		- ;				
		Warden (per day)	8	Deputy Game Garden day3 50	day3 50	Oct. 4, 1913	Authorized.
	Came warden	Warden (ner dav)	05	Deputy Game Warden day 3 00	dav3 00	Oct. 4, 1913	Authorized
A. R. Brunet	Game Warden		-			1	
		Warden (per day)	2 50	Deputy Game Warden day3 00 Oct. 4, 1913	day3 00	Oct. 4, 1913	Authorized.
Rollin Dixon	Feeble-Minded Home.		8 8	Store Keeper	00 F	Nov. 22, 1913	Authorized.
Michael Kleist	Game Warden Deputy Game	Deputy Game Warden (ner day)		3 00 Denuty Game Warden days 50 Dec 13 1913 Authorized	da v3 50	Dec. 13, 1913	Authorized

STATISTICS OF EXAMINATION. Competitive Examinations, July, 1912-July, 1914.

=				 -	===		
	Kind of Examination.	Number examinations given.	Number applied.	Number examined.	Number passed.	Number falled.	Number rejected.
1. 2. 3. 4. 5. 6. 7. 8. 9.	Accountant: (a) Junior (b) Senior (c) Junior and senior Actuary, third assistant Agent, special Assessor of incomes Attendant Bell maid Blacksmith Bookkeeper (Univ. Extension) Cadets (West Point and Annapolis) Carpenter Chemist (bacteriological)	2 1 2 1 2 3 24 1 1 1 5 4	44 76 67 5 27 98 403 44 3 30 85 51 5	91 29 62 5 27 400 41 2 24 79 89	39 12 31 3 15 11 321 14 2 2 3 23 25	51 17 29 2 11 81 59 27 0 21 56 13	1 0 2 0 1 1 20 0 0 0 0
13. 14. 15. 16.	Clerk: (a) Assistant library (b) General (c) Copyist—pen (d) Sub-elerk (e) Digest and index (f) Filing and index (g) Rate (Railroad Com.) (h) Statistical Cook (Geological Survey) Dietitian Draftsman, architectural Electrician Editor, Assistant, Press Bulletin.	1 1 1	11 310 85 23 24 92 27 144 19 1	11 288 86 28 19 87 96 116 17 1	226 55 8 0 22 6 48 14 1 0 13	7 57 31 15 19 65 20 68 2 0	0 0 0 0 0 0 0 1 0 0
16.	Engineer: (a) Engineer and fireman—night. (b) Assistant (steam) (c) Assistant to chief (university) (d) Head (steam) (e) Of construction		17 45 8 65 17	14 38 6 63 14	6 23 8 83 83	8 15 2 29 11	0 0 1 1 0
?0. 21.	Examiner: (a) Casualty and insurance cos (b) Health and accident ins. cos. (c) Insurance Family officer and matron. Fireman	1 1 1 4 4	4 1 15 12 84	1 13 12 64	8 1 7 10 49	1 0 6 0 13	0 0 0 2 2
22. 23. 44. 25. 26.	Foreman: (a) Farm (b) Repairs (c) Tailor Forestry assistant Gardener (Capitol park) Guard Guide (capitol)	. 1	40 8 7 7 17 65 23	34 6 6 7 16 49 23	21 6 5 5 32 5	18 2 0 0 7 13 18	0 2 0 2 4 4
27.	Inspector: (a) Asst., civil engineering (b) Asst., electrical engineering (c) Asst., mechanical engineering (d) Boiler (e) Building	2 2 1 1 1	20 12 5 30 12	18 10 4 26 12	17 10 2 5 5	1 0 2 21 7	0 0 0 0
	(f) Cheese factory, dairy and food	2 1 1 1	33 30 1 5	31 23 1 4 10	7 7 1 4 8	24 16 0 0 7	0 0 0 0

34 REPORT OF THE WISCONSIN CIVIL SERVICE COMMISSION.

STATISTICS OF EXAMINATION-Continued.

	Kind of Examination.	Number examinations given.	Number applied.	Number examined.	Number passed.	Number falled,	Number rejected.
23. 20. 30. 31.	(k) Grades—Woman (l) High school (m) Hotel (n) Medical (o) Oil (p) Plumbing (q) Plumbing (Oshkosh) (r) Plumbing (Sheboygan) (s) Public utility accounts (t) Rural schools (u) Schools for the deaf. Interpreter—Male Investigator, Case Janitor (Lathrop Hall) Janitor and capitol laborer. Laundryman, head	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	76 8 108 25 83 21 3 2 2 13 8 1 9 25 36 23 31	67 5 100 21 70 18 3 2 2 9 8 1 1 8 23 22 214	34 3 53 15 34 11 3 2 4 8 1 4	33 2 47 6 36 7 0 0 4 16 10 97	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
34. 35. 36. 37. 38. 39.	Legislative positions: (a) Bookkeeper and journal clerk (b) Clerk index (c) Custodian (d) Laborer, night (e) Mossenger (f) Messenger, post-office (c) Police and night watch (h) Postmaster (l) Proof reader (j) Sergeant at arms, assistant. Machinist Machinist Mason Matron (general and cottage) Operator, multigraph Operator, multigraph and telephone Physician (a) Physician, asst. supt. (Wales	111111111111111111111111111111111111111	30 12 27 37 70 60 75 25 25 30 48 12 63 6 2	27 100 24 31 63 50 70 24 24 24 28 44 12 58 4 1	11 4 10 27 42 39 12 13 20 33 12 29 4 1 5	16 6 14 4 20 10 21 12 11 8 11 0 29 0	000000000000000000000000000000000000000
40, 41, 42, 43, 44,	(b) Physician, junior assistant Plumber Nurse, practical Nurse, trained Painter Poultry expert Prober	3 2 2 4 8 4 2 1	18 7 30 13 26 63 17 39	17 7 27 13 93 35 17 38	13 6 20 13 19 27 10 24	4 1 5 0 4 5 6	0 0 2 0 0 3 1
46. 47. 48.	Salesman: (a) University (b) State's prison products Scaler, city Secretary, asst. (Live Stock Breed-	1 1 13	3 68 51	3 67 47	2 47 23	1 20 24	n n 0
49, 59, 51, 52, 53,	Statistician, junior and senior Steam fitter Stenographer Superintendent (Free Emp. Burcau)	1 2	17 17 32 813 19	13 17 28 688 19	5 10 23 370 5	8 7 5 317 14	0 0 1 0
53.	Bureau)	1	41	40	11	29	0
54.	Supt., asst. (female, Free Emp. Bureau)	1	15	14	8	11	0
55.	Supervisor Farm foreman (Board of Control)	1	26	25	8	17	0
	(a) Domestic science (b) Grade (c) Industrial (d) Kindergarten	3 5 3 5	7 10 12 32	7 10 12 32	7 10 12 26	0 0 0 6	0 0 0

STATISTICS OF EXAMINATION—Concluded.

Kind of Examination.	Number examinations given.	Number applied.	Number examined.	Number passed.	Number falled.	Number rejected.
(e) Manual training (f) Of printing (g) Primary (h) Vocal music 56. Teacher guard 57. Typist 59. Warden, game 60. Werden, game—promotio 61. Weigher 62. Woman, deputy (Indus.	2 4 2 2 6 6	13 23 31 5 56 1 132 194 192 47	12 20 28 5 47 1 1-9 161 192 46 17	8 4 21 5 84 1 67 50 105 35	4 16 5 0 4 0 61 107 87 9	0 0 2 0 9 0 1 4 0 2
Total	264	5,598	5,024	2,832	2,115	77

	1912-13.	1913-14.	
Salaries: T. J. Cunningham	967 50	\$800 00 800 00	
Percy Ap Roberts	900 00	770 00 24 00	
John A. Hazelwood		. 2,250 00	
F. E. Doty Henry S. Knight	1.800 00		
Elsa A. Sawyer Nellie Crane		. 563 52	
Margaret Foran	715 00	820 00	
E. B. Kueltz	331 67	672 50 570 00	
Theda Carter	965 00	625 00	
Ethel HillEdna Dunn	790 06 36 40	22 40 103 66	
Bessie Burke	13 54		
Extra office help	610 65	418 57	·······
_	\$11,189 82	\$11,574 65	\$22 , 764 47
Traveling expenses	1,717 94	2,146 92	8 , 864 86 1 , 015 74
Advertising	1,425 21	515 80 2,178 78	3 290 7
Express	106 14	101 73	207 P7 32 57
Sundries	1	. 851 87	851 37
Telegraph and telephone Stationery and office supplies		190 22	190 22 3:33 83
Stationery and office supplies Postage and post office		. 333 83 . 1,096 86	1 .096 8
Miscellaneous supplies		. 26 42	26 €
Clerk hire—special appropriation	\$14,951 32 813 54	\$19,031 83	\$33.983 15 313 54
	\$15,264 86	•	\$34,296 M
Special Appropriation:			
	\$58 54		
Balance from preceding year	. 255 00		
Special appropriation	l	\$100.00	
Srecial appropriation Theda Carter		65 00	
Special appropriation		. 65 00 105 00	
Srecial appropriation Theda Carter Margaret Foran E. B. Kueltz		65 00 105 00 8 54	
Srecial appropriation Theda Carter Margaret Foran F. B. Kueltz Ethel Hill		65 00 105 00 8 54	
Srecial appropriation Theda Carter Margaret Foran E. B. Kueltz Ethel Hill Jennie Erickson Traveling Expenses—Detailed statement:	\$313 54	. 65 00 105 00 8 54 85 00 \$313 54	
Srecial appropriation Theda Carter Margaret Foran E. B. Kueltz Ethel Hill Jennie Erickson Traveling Expenses—Detailed statement: T. J. Cunningham	\$313 54 \$549 82	. 65 00 105 00 8 54 85 00 \$313 54	
Srecial appropriation Theda Carter Margaret Foran E. B. Kueltz Ethel Hill Jennie Erickson Traveling Expenses—Detailed statement: T. J. Cunningham Otto Gaffron Percy Ap Roberts	\$313 54 \$549 82 235 34	. 65 00 105 00 8 54 85 00 \$313 54	
Srecial appropriation Theda Carter Margaret Foran E. B. Kueltz Ethel Hill Jennie Erickson Traveling Expenses—Detailed statement: T. J. Cunningham Otto Gaffron Percy Ap Roberts Charles H. Buell	\$313 54 \$549 82 235 34 206 94	\$5 00 105 00 8 54 \$5 00 \$313 54 \$825 06 209 37 636 34	
Srecial appropriation Theda Carter Margaret Foran E. B. Kueltz Ethel Hill Jennie Erickson Traveling Expenses—Detailed statement: T. J. Cunningham Otto Gaffron Percy Ap Roberts Charles H. Buell John A. Harselwood	\$313 54 \$549 82 235 34 206 94	. 65 00 105 00 8 54 . 85 00 \$313 54 \$825 06 209 87	
Srecial appropriation Theda Carter Margaret Foran E. B. Kueltz Ethel Hill Jennie Erickson Traveling Expenses—Detailed statement: T. J. Cunningham Otto Gaffron Percy Ap Roberts Charles H. Buell John A. Harselwood	\$313 54 \$549 82 235 34 206 94	\$100 00 105 00 8 54 \$5 00 \$1313 54 \$10 \$10 9 37 636 34 \$10 9 241 85	
Srecial appropriation Theda Carter Margaret Foran E. B. Kueltz Ethel Hill Jennie Erickson Traveling Expenses—Detailed statement: T. J. Cunningham Otto Gaffron Percy Ap Roberts Charles H. Buell John A. Hazelwood F. E. Doty Henry S. Knight Neille Crane	\$549 82 235 34 206 94 502 23 202 55	\$313 54 \$313 54 \$325 06 \$209 37 636 34 \$223 16 19 20 241 85 3 28	
Srecial appropriation Theda Carter Margaret Foran E. B. Kueltz Ethel Hill Jennie Erickson Traveling Expenses—Detailed statement: T. J. Cunningham Otto Gaffron Percy Ap Roberts Charles H. Buell John A. Hazelwood F. E. Doty Henry S. Knight Nellie Crane Theda Carter J. B. Tanner	\$549 82 235 34 205 94 502 23 202 55	\$100 00 105 00 8 54 \$5 00 \$1313 54 \$10 \$10 9 37 636 34 \$10 9 241 85	
Srecial appropriation Theda Carter Margaret Foran E. B. Kueltz Ethel Hill Jennie Erickson Traveling Expenses—Detailed statement: T. J. Cunningham Otto Gaffron Percy Ap Roberts Charles H. Buell John A. Hazelwood F. E. Doty Henry S. Knight Neille Crane Theda Carter	\$549 82 235 34 205 94 502 23 202 55	\$825 06 209 37 636 34 . 203 16 . 203 16 . 204 85 . 3 28 . 2 30	

3 OF THE WISCONSIN CIVIL SERVICE COMMISSION FOR THE BIENNIAL PERIOD 1912-1914—Continued.

	1912-13.	1913-14.	
Detailed statement of com-		1	
	\$1.88		.'
N - 21	22 50		• • • • • • • • • • • • • • • • • • • •
npbell	15 00		• • • • • • • • • • • • • • • •
<u>y</u>	8 38		• • • • • • • • • • • • • • • • • • •
rk	4 50	• • • • • • • • • • • • • • • • • • • •	. _.
g	5 00		• •••••
iner	4 25 37 50		• • • • • • • • • • • • • • • • • • • •
mer	25 00		• • • • • • • • • • • • • • • • • • • •
	3 00		• • • • • • • • • • • • • • • • • • • •
	10 00		
hum	2 50		.
11	25 65	1	· . • • • • • • • • • • • • • • • • • •
rn	30 00		• • • • • • • • • • • • • • •
in	3 00		.
lell	9 92		
***************************************	3 75	1	.
У	2 50	,	. [
erson	3 00		
ls	1 25	'	• , • • • • • • • • • • • • • •
er	2 50		•
(B	89 07	1	
	295 00	1	
	2 50		. j
sler	3 00		
` -	\$610 66		. \$610 6
!	\$010 0 0	\$20 77	. *010 0
y	•••••	100 02	• • • • • • • • • • • • • • • • • • • •
nan	•••••	15 00	
	•••••	7 00	1
	••••••	4 13	
1		1 50	
		6 88	
Г	***********	1 50	
ve		9 38	
1		3 00	
an		3 00	
nan		81 26	
n		23 13	
		20 00	
ın		3 50	
		3 00	1
worth	. 	32 75	
· · · · · · · · · · · · · · · · · · ·		5 25	
	• • • • • • • • • • • • • • • • • • • •	2 50	
••••••	• • • • • • • • • • • • • • • • • • • •	75 00	
ļ.	•••••	\$461 90	461 9
-			
1.		1	. \$1,029 :

38 REPORT OF THE WISCONSIN CIVIL SERVICE COMMISSION.

LOCAL EXAMINERS, DETAILED STATEMENT OF COMPENSATION.

Name.	City.	Amount.	
	<u> </u>		
Adams, G. W	Medford	\$23 (0)	
Aiton, George B.	Minneapolis, Minn.	25 00	
Anderson, L. A.	Madison Janesville	60 01 57 00	
Arbuthnot, John Atkinson, L. D.	Janesville	8 0)	
Babeock, John	Madison		
Buchhuber Prof C G	Port Washington	3 W	
Bailey, M. S. Ball, A. W. Barnes, V. G.	Chirpewa Falls	67 00	
Ball, A. W.	Apollonia	3 22 9 0)	
Barry, A. J.	Madison	10 00	
Bauer, Oscar	Juneau		
Beck, George	Platteville	9 ())	
Beckwith, A. C.	Elkhorn	21 (10	
Benson, Guy A.	Racine	18 (i) 18 (i)	
Bernhardt, H. O.		3 00	
Blandin, A. A	Kewaunce	9 00	
Bowell, H. J.	Merrill	6 00	
Borgman, John M. Bowell, H. J. Bowman, G. L. Boyles, C. M. Brackenwagen, Myrtle	Menomonie	6 00	
Boyles, C. M.	Waupaca	23 00 3 00	
Brackenwagen, Myrtle	Madison	600	
		15 00	
Brewer, C. J Briggs, Russell	Madison	3 00	
Brunstad, Albert	Chippewa Falls	15 00	
Brunstad, Albert Buehen, G. W.	Milwaukee	51 60	
Bucklin, F. W.	west bend	3 00 15 00	
Buckmaster, A. E. Burke, Timothy	Kenosha	49 00	
Butler, Robert H.	Green Bay	12 00	
Byse, G. M	Wautoma	12 00	
Callaban, John	Monucha	3 (P) 3 (D)	
Carlson, Paul A.	Jefferson	5 00	
Casey, Miss N. I.	Milwaukee	19 00	
Castleman, J. C. Chadbourne, F. W. Christensen, B. V. Clark, William W. Clifford, Fugene A. Clough, W. G. Condit, F. T. Crothers, George F.	MilwaukeeFond du Lac	43 00	
Christensen, B. V.	Friendship	7 00	
Clark, William W.	Ellsworth	3 (10 3 (10	
Clifford, Eugene A	Juneau	17 00	
Clough, W. G.	Portage	19 00	
Crothers George F	Hudson	11 (0)	
Crothers, George E. Connor, M. J.	Neillsville	3 00	
Cunningham, H. J. Curtis, H. C.	lanegville	18 00 24 00	
Curtis, H. C.	Waudun	19 00	
Dafoe, G. E.	Wautoma	18 00	
Darling, Wm. T. Dell, F. B.	Black River Falls	17 (00)	
Diehl, J. D.	Madison	83 00	
Dietz, C. H	Monroe	9 00 9 00	
Donnelly, John P.	Milwaukee	25 00	
Donnelly, Patrick	Milwaukee	19 50	
Douglas, E. M. Dunlap, Elsie Earl, J. S.	Madison Green Bay	3 00	
Earl, J. S.	Prairie du Chien	9 00	
	Menasha	3 00	
Elfers, J. C. Evans, Alice	Shebovgan	3 (14)	
Evenson C W	Madison	8 00	
Evenson, C. H. Fernandez, D. W.	BarabooOshkosh	iš Oš	
rinen. Henry J	Stevens Point	9 . 1961 g . 1861	
Foote, F. M	Menomonie	" ~~	
rowler, r. H	La Crosse	air (2)	
Froseth, inga ()	Chippewa Falls	~~~	
Ganz, J. A. Gifford, George P.	Alma	6 (10)	
Gillett, A. D. S	Superior	5. 00 (II; ex	
Graves, F. H	Viroqua	ال: وبي 16 00	
Griggs, R. B.	Baraboo	In a	

AMINERS, DETAILED STATEMENT OF COMPENSATION-Continued.

Name.	City.	Amount.	
	Madison	\$9 0	
· · · · · · · · · · · · · · · · · · ·	Elroy	3 0	
М	Portage	18 0	
re	Madison	3 0	
8	Madison	3 0 1 5	
le	Madison	25 1	
	Oconto	22 0	
Α	Jefferson	80	
	Marinette	15 0	
J	Wankesha	15 0 9 0	
	Hayward	3 0	
• • • • • • • • • • • • • • • • • • • •	Grantsburg	3 0	
	Antigo	12 0	
es A	Madison	20	
miel	Milwaukee	20 0	
в G	Barron	3 0 3 0	
1	Madison New York City	30	
	Ellsworth	60	
I	Grand Rapids	21 0	
· · · · · · · · · · · · · · · · · · ·	Kewaunee	8 0	
A	Lancaster	8 0 3 0	
t	Whitehall	12 0	
rick	Marinette	10	
	Dodgeville	6.0	
	Ashland	30 0	
	('randon	5 1	
	Portage	15 0	
······································	Madison	12 0 27 0	
G	·' Baraboo	85 0	
D	Milwaukee	13 0	
	Milwaukee	13 0	
ı _. j	· Ladysmith	6 0	
Ha L	- Marinette	39 0 3 0	
V	· Madison	3 0	
	Sheboygan	43 0	
1 A	Hayward	6.0	
1	· Hudson	9 0	
	· Mt. Horeb	38 3 6 3	
1,	- Shell Lake - Shawano	6 3 22 0	
	· Black River Falls	6 0	
*	· Chilton	3 0	
arie	Madison	29.5	
aniel	Darlington	21 0	
ry	- Madison	13 (
E	Eau Claire	3 (
tie	- Antigo	6 0	
·	Mauston	25 0	
ard	Spring Green	6 (
.unan	Grand Rapids	3 (5 (
	Ladysmith	3 0	
	Waukesha	9 (
	· Antigo	6.0	
1	Green Bay	12 0	
w	Madison	18 0	
ц	N. Crandon	5 4 32 5	
	Wausau	30 2	
	Merrill	12 0	
	Madison	3 0	
	St. Croix Falls	9 0	
	Madison	18 0	

40 REPORT OF THE WISCONSIN CIVIL SERVICE COMMISSION.

LOCAL EXAMINERS, DETAILED STATEMENT OF COMPENSATION-Continued.

Name.	City.	Amount.	
Morris, John	Madison	\$6 50	
Morrissey, G. M. Moyle, T. R.	Chilton	6 00	
Moyle, T. R	Menomonie	20 00	
Murphy, Julia Nash, F. R.	Madison	20 0)	
Nash, F. R	Waupun	21 00	
Nee Thomas	Richland Center	15 00	
Niehaus, H. J. Norden, H. A.	Alma	3 00	
Norden, H. A	Sturgeon Bay	6 00	
O'Neil, A. B.	Oshkosh	51 00	
Orr, W. C. Otto, C. W.	Rhinelander	12 00	
Painter, Ira C.	Wausau	00 0 3 00	
Dolarion III C	Washington, D. C.	55 00	
Paulus, Todd E.	St. Paul, Minn.	9 00	
Perry, C. M	Oshkosh	48 00	
Pierce, Dudley H	Appleton	3 0)	
Pierce Humphrey	Appleton	21 (1)	
Polscher, A. L	Madison	3 00	
Pratt. F. H	Richland Center	6 00	
Ramsdell, B. E	Madison	9 00	
Rav. S. B	Waukesha	32 00	
Read. J. B	Madison	10 75	
Reed. James C	Whitewater	3 0)	
Reed. W. V	Rhinelander	16 0)	
Regan, Catherine	Milwaukee	10 00	
Regan, Katherine P	Madison	16 00	
Regan, Katherine P. Reiss, Wallace Rice, Z. S.	Milwaukee	43 00	
Richardson, M. P.	Sparta Janesville	25 00	
Di- W D	West Bend	15 35 3 60	
Rix, W. P. Robbins, B. H.	Madison	3 60 3 0)	
Roecker, W. F.	Durand	3 07	
Rose, A. D.	Marinette	3 00	
Rothsack, Jr., Wm.	Manitowoc	21 00	
Royce, A. M.	Superior	3 00	
Russell, Howland	Milwaukee	25 00	
Schedler, Fred	Oconto	21 00	
Schmit, Louis	Madison	1 00	
Schmit, Margaret	Port Washington	3 00	
Schneider, Rae	Superior	3 00	
Schultz, Esther M	Kewaunee	3 (3)	
Schultz, John L.	Kewaunee	3 00	
Schulz, W. H.	Eau Claire	36 00	
Schwede, C. W.	Grand Rapids	12 00	
Salisbury, Decima J. Sanderson, Thomas	Columbus	3 00	
Sears, Louis C.	Milwaukee	4 (1) 6 (10)	
Sherron, J. L.	Monroe	9 (9)	
Shields, J. H.	Shell Lake	3 00	
Shoemaker, A. H.	Eau Claire	4 00	
Slack, Ray	Madison	4.50	
Slater, John C.	Kenosha	21 ())	
Sloeum Parcy W	Madison	3 00	
Soukup, Rudolph	Sturgeon Bay	21 00	
Soukup, Rudolph Spence, Harry Spindler, F. N.	La Crosse	34 (2)	
Spindler, F. N.	Stevens Point	49 (9)	
sponn, George L	Madison	9 (A)	
Stangel, C. G	Manitowoc	12 00	
Stanley, M. R.	Shawano	6 (1)	
Stephenson, E. B. Stinchfield, C. A.	Milwaukee	3 ())	
Story. H	Portage	24 00 6 00	
Story, H. A. Sykes, Joba M. Taugher, F. J.	Mauston	3 (1)	
Taugher, F. J.	Manitowoc	25 O)	
Taylor, Lihian E.	Madison	3 00	
Teter, George	Madison	18 01	
Thayer, V. T	Ashiand	7 0	
Thayer, V. T. Thomson, A. A. Thomson, Fred	Ashland	3 01 12 00	

.L EXAMINERS, DETAILED STATEMENT OF COMPENSATION--Concluded.

Name. City.		Amount.	
S. B	Wausau	\$24	00
Oscar		3	(X
, Julia F		3	00
`harles W		30	OC
0. 0		3	00
Florence			00
, C. F		7	Of
ohn G	Elkhorn	2:3	
rth-Gilbert Sten. Office		80	2.
George		17	
E. W			00
R. A	Madison		00
<u>A. M</u>			00
Frank			00
rof. H. A	Madison	11	
, Edith	Grantsburg	8	00
l'. M. (Dr.)		24	67
. C.,		49	(00)
n, A, D		39	(X)
r, Miss M		11	25
an, J. W		3	m
A. J		18	00
J. A	Platteville	17	00
, D. O		20	
ني J. A			30
J. T		21	
Lela M	Madison		00
Frank		12	00
E. E			00
. D		3	00
Prof. John			()()
rth, W. W		3	m
W. H			(X)
na A	Madison	3	00
back to preceding blennial perio		\$3,601	91
ft drawn in favor of G. M. Me	orrissey. Chilton, for services Nov. 11, v. 12, 1913	3	00
	ļ		
		\$3 ,598	91

THE CIVIL SERVICE RULES

In accordance with the provisions of chapter 363, of the laws of 1905, the following rules have been prepared for the regulation of the classified civil service of the state of Wisconsin:

Note: Inasmuch as the law is very comprehensive and detailed in its provisions, it has been found necessary for the guidance of the reader to reprint many of its more specific provisions in connection with the rules under the heading to which they refer. The rules prepared by the commission are numbered. The provisions of the law are designated by letters of the alphabet.

CLASSIFICATION.

RULE I.

- a. The civil service shall be divided into the unclassified service and the classified service. (From section 8.)
- b. The unclassified service shall comprise: All officers elected by the people. All officers and employes appointed by the governor whether subject to confirmation or not. All officers and employes in any department for the creation of which a vote of two-thirds of all the members elected to each house is required. All presidents, deans, principals, professors, instructors, scientific staff and other teachers in the university, normal or public schools, the library staff in any library maintained wholly or in part at state expense, the superintendent, warden or other head of the state reformatory, charitable and penal institutions. All persons appointed by name in any statute. All legislative officers. (From section 8.)
- e. The classified service shall comprise all positions not included in the unclassified service. (From section 8.)
- d. The offices, positions and employments in the classified service of the state shall be arranged by the civil service commission in five classes to be designated as the exempt class, the competitive class, the non-competitive class, the labor class and legislative employes. (From section 12.)

CLASSIFIED SERVICE.

RULE II.

Exempt Class.

a. Appointments in the exempt class may be made without examination. (From section 14.)

b. The following positions shall be included in the exempt class:

One deputy or assistant of each principal executive officer and the chief clerk or secretary of any board or commission.

One stenographer for each appointing officer, board or commission. The clerks and other assistants and employes of the supreme court. (From section 14.)

- 1. The commission may classify as exempt any position in the competitive or noncompetitive classes for reasons stated in section 14 of the law. A public hearing shall be granted for placing any such position in the exempt class upon the formal request of the proper appointing officer.
- 2. Notice of such hearings shall be published at least ten days in advance in one issue of at least one daily newspaper in each of the four largest cities in the state and posted on the bulletin board in the office of the commission for the same period prior to a public hearing.
- c. At any such hearing any taxpayer of this state shall have the right to be heard, either in person or by counsel, either in opposition to or in favor of the proposed exemption. (From section 14.)
- 3. In accordance with the provisions of section 14, the following positions are placed in the exempt class:
- a. In the office of the State Tax Commission:
- 1. All persons appointed to act as special assessors and special members of boards of review under chapter 259, laws of 1905, and all persons appointed to act as assistants or special assistants for the review and redetermination of the property in a county on appeal from the action of the county board under chapter 474, laws of 1905. This rule does not apply to special agents.

(Readopted and amended April 17, 1907.)

- b. In the State University:
 - 1. The registrar of the university, one position.

(Classified March 23, 1906.)

44 REPORT OF THE WISCONSIN CIVIL SERVICE COMMISSION.

2. Bona fide students employed in the university for a temporary, occasional or intermittent service at a compensation of not to exceed \$25.00 during any month while the university is in session or of \$50.00 during vacation time.

(Classified Sept. 12, 1906.)

- e. In State Normal Schools:
- 1. Bona fide students employed in the state normal schools for occasional, temporary or intermittent service at a compensation of not to exceed \$25.00 for any one month during the school year or of \$50.00 for any one month during vacation periods.

(Classified Sept. 12, 1906).

- d. In the office of the State Superintendent of Public Instruction:
- 1. All members of the board of examiners for state teachers' certificates, three positions.

(Classified March 23, 1906).

- e. In the employment of the State Civil Service Commission:
- 1. The position of local examiner for the civil service commission, where the compensation does not exceed \$50 per annum. (Classified August 10, 1907.)
- f. In the State Geological and Natural History Survey:
 - 1. All members of the scientific staff.

(Classified March 23, 1906.)

- g. In the State Penal and Charitable Institutions:
 - 1. The chaplain.

(Classified March 23, 1906.)

- h. In the department of the State Dairy and Food Commission:
- 1. Special counsel as provided for in section 1410-a, statutes of 1898, as amended by chapter 193, laws of 1905, and expert agents for the inspection of cheese factories and creameries, when no cost for compensation or traveling expenses shall thereby be incurred by the dairy and food commissioner.

(Classified March 23, 1906.)

- i. In the office of the Commissioner of Insurance:
- 1. All positions as insurance examiner for occasional temporary service, where the compensation is in fees paid by insurance companies, until September 16, 1914.

(Classified September 28, 1912. Approved October 15, 1912.)

j. In Stout Institute:

1. Bona fide students employed in Stout Institute for occasional, temporary or intermittent service at a compensation of not to exceed \$25.00 for any one month during the school year, or of \$50.00 for any one month during vacation periods.

(Classified September 9, 1913. Approved November 5, 1913.)

RULE III.

Competitive Class.

- a. The competitive class shall include all positions for which it is practicable to determine the merit and fitness of applicants by competitive examinations, and shall include all positions and employments now existing or hereafter created, of whatever functions, designations or compensation, in each and every branch of the classified service, except such positions as are in the exempt class, the noncompetitive class, or the labor class. (From section 15.)
- 1. All positions in the competitive class shall be arranged in accordance with the following elssification:

GROUPS BASED UPON THE CHARACTER OF THE SERVICE RENDERED.

Group A. Clerks, which term shall include all positions, the duties of which are of a clerical character, and which are not otherwise specifically provided for herein.

Subdivision 1. Secretaries, chief clerks.

- 2. Clerks, recorders, registers, copyists.
- 3. Clerks with special educational requirements.
- 4. Bookkeepers, accountants.
- 5. Stenographers and typewriters.
- 6. Pages, office boys and girls.
- Group B. Cashiers, which term shall include all positions, the duties of which are the actual receipt, custody or disbursement of money or the enforcement of the accountability for the same.

- 46 REPORT OF THE WISCONSIN CIVIL SERVICE COMMISSION.
- Group C. Custodians and messengers, which term shall include all positions the duties of which are the charge of property or persons, or as attendants.
 - Subdivision 1. Stewards who are not disbursing agents, superintendents of buildings.
 - 2. Matrons.
 - 3. Storekeepers.
 - 4. Prison and reformatory keepers and guards.
 - 5. Officers, attendants, nurses, etc., having care of inmates of institutions and hospitals.
 - 6. Protectors of forest fisheries and game.
 - 7. Messengers, attendants and watchmen.
 - 8. Janitors.
- Group D. Engineers, which term shall include all positions where qualifications of an engineering or cognate character are required.
 - Subdivision 1. Civil engineers.
 - 2. Levelers, surveyors, rodmen.
 - 3. Chainmen.
 - 4. Architects.
 - 5. Architectural draftsmen.
 - 6. Engineering draftsmen.
 - 7. Chief engineers.
 - 8. Electrical engineers, dynamo tenders, electricians.
 - 9. Steam engineers, firemen, engine drivers.
- Group E. Inspectors, which term shall include all positions the duties of which are the inspection of materials or workmanship or the supervision of laborers.
 - Subdivision 1. Superintendents of construction or repairs when not civil engineers or architects.
 - 2. Inspectors of masonry, ironwork and other materials and workmanship.
 - 3. Electrical inspectors.
 - 4. Overseers, foremen.

- Group F. Special agents, which term shall include all positions requiring investigative and detective ability.
 - Subdivision 1. Examiners for the insurance department.
 - 2. Examiners and special agents for state officers, boards and commissions.
 - 3. Deputy factory inspectors.
 - 4. Inspectors of foods.
 - 5. Inspectors in the educational department.
 - 6. Agents for state institutions.
 - 7. Oil inspectors.
- Group G. Law positions, which term shall include all positions requiring some legal knowledge.
 - Subdivision 1. Attorneys, law clerks, brief clerks, statutory revision clerks, clerks in other offices whose duties require some legal knowledge.
 - 2. Corporation examiners and clerks.
- Group H. Medical positions, which term shall include all positions requiring medical or pharmaceutic knowledge.
 - Subdivision 1. Physicians and surgeons.
 - 2. Medical examiners.
 - 3. Medical internes.
 - 4. Health officers.
 - 5. Sanitary experts and inspectors. •
 - 6. Pharmacists, apothecaries.
 - 7. Veterinarians.
- Group I. Mathematics, which term shall include all positions requiring special mathematical qualifications.
 - Subdivision 1. Actuaries, statisticians, computers.
 - 2. Expert accountants.
- Group J. Scientists, which term shall include all positions requiring special scientific knowledge.

- 48 REPORT OF THE WISCONSIN CIVIL SERVICE COMMISSION.
- Group K. Agriculturists, which term shall include all positions requiring agricultural or horticultural knowledge, including arboriculture and the breeding and care of domestic animals.
 - Subdivision 1. Agriculturists, farmers.
 - 2. Horticulturists, gardeners, arboriculturists.
- Group L. Instructors, which term shall include all positions, the duties of which are scholastic instruction or to educate or test the ability to instruct.
 - Subdivision 1. Principals of schools.
 - 2. Teachers in all branches, other than such as are otherwise specially provided for in this classification.
 - 3. Examiners of educational and scholastic qualifications.
- Group M. Mechanics and craftsmen, which term shall include all positions requiring special mechanical skill, or as tradesmen, not classed as laborers.
- Group N. Miscellaneous positions, which term shall include all positions requiring expert or other qualifications not embraced in the exempt or noncompetitive classes, or in other groups in this class.
- Group O. Unskilled laborers.

CLASSIFICATION IN PENAL AND CHARITABLE INSTITUTIONS.

2. Classification of service in the state reformatory, charitable and penal institutions.

Competitive.

Chief clerk. Record clerk. Fireman.

Institutional physician.

Guards.

Trained nurse.

Teachers, except teachers in schools for blind and deaf.

•

Bookkeeper.Head baker.Storekeeper.Head farmer.Matron.Head gardener.Family matron.Head laundryman.

State agents. Bricklayer, plasterer and mason.

Druggist. Carpenter.
Superintendent of construction. Painter.
Foreman or overseer of shop.
Supervisor of attendants. Steam fitter.
Attendants after Jan. 1, 1916. Shoemaker.
Engineer. Tailor.
Assistant engineer. Tinner.

Noncompetitive.

Attendants prior to Jan. 1, 1912 Physicians not residing in in-

Barber. stitutions. Butcher. Steward.

Cooks. Assistant steward.

Dentist for occasional service. Supervisor of boys and girls.

Assistant superintendent. Teachers in the schools for the

Deputy warden. blind and deaf.

Upholsterer.

Exempt.

Agents and inspectors in work Physicians at state prison, reof inspection and investigation.

Chaplain.

Physicians at state prison, reformatory and industrial home for women.

Labor.

Assistant launderers. Watchman. Barnman. Farm hands. Carman. Garden hands. General laborers. Cowman. Dairyman. Servant. Lawnman. Seamstress. Kitchen girl. Porter. Laundress. Teamster.

- 3. The omission in the above classification of any official designation or appellation of a position in the service shall not exclude such position from the classification, as it will be comprised in the group and subdivision to which it belongs by the general definition and specifications of such group and subdivision.
- 4. The commission may further subdivide for the purpose of examination and promotion the positions in any group or subdivision thereof.
- 5. The classification of all positions shall be governed solely by the respective duties and functions of such positions, and in requesting from the commission certifications from eligible lists for selection for appointment, the heads of offices shall give in detail the duties attached to such positions, and shall name so near as may be the groups and subdivisions that comprise respectively such duties and functions.

RULE IV.

Noncompetitive Class.

- a. The noncompetitive class shall include such positions as are not in the exempt class or in the labor class, and which it is impracticable to include in the competitive class. (From section 20.)
 b. Appointments to positions in the noncompetitive class shall be
- b. Appointments to positions in the noncompetitive class shall be made after such noncompetitive examination as is prescribed by the rules of the commission. The commission shall state in its annual report the number of persons who come within this class, and the character of their services. (From section 20.)
- 1. Noncompetitive examinations for positions in the noncompetitive class shall be given to persons formally nominated for examination to the commission by the proper appointing officer.
- 2. Applicants for noncompetitive examinations shall fill out and make oath to the proper application paper, and may file such papers at any time before undergoing an examination.
- 3. The noncompetitive examination shall conform as nearly as practicable in subject matter and marking to the competitive examination of the same grade.

Section 4. In accordance with the provisions of section 20, the following positions are placed in the noncompetitive class:

a. In the office of the Railroad Commission:

1. All consulting railway expert statisticians rendering occasional service to the commission.

(Classified May 24, 1906.)

2. The position of special agent, one position.

(Classified Sept. 18, 1907.)

- b. In the Department of the State Treasury Agent:
- 1. All deputy treasury agents whose compensation, as shown by the record of the previous year, is less than \$300.

(Classified May 24, 1906.)

- c. In the State University:
- 1. The position of stenographer, one position, in the department of economics.

(Classified Feb. 20, 1907.)

2. The position of farmers' institute conductor and assistant in farmers' institutes, (all positions), as provided for in section 1494-b, revised statutes, 1898.

(Classified October 22, 1906.)

- 3. The position of matron of Chadbourne Hall.

 (Classified June 16, 1908.)
- 4. One position as bookkeeper and instructor in accounting in the university extension.

. (Classified September 14, 1909.)

- The position of night watch at Chadbourne Hall.
 (Classified Feb. 25, 1911. Approved Feb. 25, 1911.)
- 6. The position of cook in the dormitories. (Classified November 9, 1912. Approved December 10, 1912.)
- d. In the Departments of the State Tax Commission and State Railroad Commission:
- 1. Persons employed jointly by the state tax commission and state railroad commission in determining the physical valuation of the steam railroads and the street railway and public utility properties of the state of Wisconsin, and in technical matters related thereto, as follows:

One assistant engineer.

In each major division of the staff engaged in the joint tech-

nical work, according to the organization approved by the two state commissions served by said engineering staff:

One chief of division.

One or more field inspectors.

One or more assistant field inspectors.

(Classified October 27, 1910.)

2. Until September, 1915, two positions in the office of the tax commission known as working fellowships in taxation.

Two positions in the office of the railroad commission which shall be known as working fellowships in transportation and public utilities.

Two positions in the department of insurance known as working fellowships in insurance.

One position in the office of the industrial commission known as working fellowship in industrial investigation.

All of said positions to be for half-time service where the compensation shall not exceed the sum of \$600 per year of twelve months; appointments to be made by the respective commissions from lists of persons certified by this commission as qualified to do post graduate work in higher educational institutions in subjects allied in character to the work assigned by the respective commissions; said lists of candidates to be classified by this commission solely with reference to merit and fitness.

(Classified February 28, 1914. Approved April 27, 1914.)

3. One position as investigator and collector of inheritance taxes in Cook County, Illinois, by a Wisconsin attorney.

(Classified March 21, 1914. Approved April 27, 1914.)

- e. In the Department of the Superintendent of Public Property:
- 1. One position as coachman and caretaker at the executive residence.

(Classified November 20, 1908.)

- f. In the Office of the Capitol Building Commission:
 - 1. One position as assistant to the secretary.

(Classified Sept. 24, 1910.)

- g. In the Department of the Industrial Commission:
- 1. One position as deputy in charge of the state free employment bureaus, until August 19, 1913.

- h. In the Department of the Legislature:
- 1. One position as clerk until May, 1915, in the employment of the legislative committee on investigation of courts, provided for in section 560, laws of 1913.

(Classified November 8, 1913. Approved April 27, 1914.)

2. One position as engineering expert in the employment of the committee on Portage levee created by chapter 8, laws of 1912.

(Classified March 21, 1914. Approved April 27, 1914.)

- i. In Penal and Charitable Institutions:
 - Until January, 1916, the position of attendant.
 (Classified December 13, 1913. Approved April 27, 1914.)
- j. In the Office of the State Treasurer:
 - The position of night watch.
 (Classified Jan. 19, 1911. Approved Jan. 27, 1911.)
- k. In the State Normal Schools.
- The position of cook in the dormitories.
 (Classified November 9, 1912. Approved December 10, 1912.)
 - 2. One position as business agent for the normal schools. (Classified February 28, 1914. Approved April 27, 1914.)

RULE V.

Applicants.

a. The competitive examinations shall be free and open to all applicants who are citizens of the United States and of the state of Wisconsin and who shall have fulfilled the preliminary requirements stated in section 11 of this act, and shall be held at such times and places as shall, in the judgment of the commission, most nearly meet the convenience of applicants and the needs of the service. (From section 10.)

b. The commission may require in connection with such application such certificates of citizens, physicians or others having knowledge of the applicant as the good of the service may require. (From section 11.)

c. The commission may refuse to examine the applicant, or after examination to certify an eligible, who is found to lack any of the preliminary requirements established by the commission for the examination for the position or employment for which he applies, or who is physically so disabled as to be rendered unfit for the performance of the

duties of the position to which he seeks appointment, or who is addicted to the habitual use of intoxicating liquors to excess, or has been guilty of any crime or of infamous or notoriously disgraceful conduct, or who has been dismissed from the public service for delinquency or misconduct, or who has made a false statement of any material fact, or practiced, or attempted to practice, any deception or fraud in his application, in his certificate, in his examination, or in securing his eligibility, or appointment, or refuses to furnish testimony as required in section 7 of this act. (From section 11.)

e. Whenever the said commission refuses to examine an applicant, or after an examination to certify an eligible, as provided in this section, then said commission, if requested by the person so rejected, shall give to him a full and explicit statement of the exact cause of such refusal to examine or to certify, as the case may be. (From section 11.)

RULE VI.

Applications.

- a. The civil service commission shall require persons applying for admission to any examination provided for under this act, or under the rules and regulations of the said commission, to file in its office, a reasonable time prior to the proposed examination, a formal application, in which the applicant shall state under oath or affirmation:
 - 1. His full name, residence and post-office address.
 - 2. His nationality, age, and place and date of his birth.
 - 3. His health and physical capacity for public service.
- 4. His business and employments and residences for at least the five previous years.
- 5. Such other information as may be reasonably required touching the applicant's merit and fitness for the public service. (From section 11.)
- b. Blank forms for such applications shall be furnished by the commission without charge to all persons requesting the same. (From section 11.)
- 1. Whenever an application is rejected or whenever an applicant fails to pass an examination, notice of such rejection or failure to pass examination shall be mailed to the applicant.

RULE VII.

Examiners.

- a. The commissioners may designate persons in or out of the official service of the state or of any city or county who shall, if in the service, with the consent of the head of the department or office in which such person serves, act as local examiner. (From section 4.)
- b. Such persons in the official service in the performance of such duties as the commission shall direct, shall be under the direct and sole control of the commission, and their duties shall be considered part of the duties of the office in which they are serving, and time shall be allowed therefor during office hours and no extra compensation shall be paid such officers for such service. (From section 4.)

1. In preparing examinations of a technical or special character, or where the requirements are peculiarly within the knowledge of the department in which appointment is to be made, the chief examiner shall in his discretion consult with the incumbent of such office or with the head of such institution or department or with such other persons as may have knowledge and experience in matters pertaining to the examination and shall use his judgment in selecting questions from the lists submitted by them.

RULE VIII.

Local Examiners.

1. The civil service commission shall appoint at least one local examining board for each county.

(As amended June 27, 1907.)

- 2. The local board shall be nonpartisan in character and shall consist of three persons residing in the district.
- 3. The commission shall appoint one member of the local examining board as supervising examiner, whose duty it shall be to be present at the time and place designated by the commission for holding an examination and to take charge of the examination.
- 4. The local examining board may suggest to the chief examiner at Madison suitable accommodations for holding examinations and upon request furnish applicants with application blanks and distribute such printed rules, regulations and information as may be furnished by the commission. All members of the local examining board shall, so far as possible, be present at all examinations and shall assist in enforcing the rules and regulations of the commission governing examinations and take such measures as may be necessary to insure fairness.
- 5. In case of the temporary disability of the supervising examiner, the local board may designate some other member to take charge of the examintion and in an emergency may procure such outside assistance as may be deemed necessary.
- 6. No person shall be admitted to examination who does not present an admission card issued to him by the state civil service commission.
 - 7. The local examiners may receive applications for positions

56

in the labor class and, except when otherwise ordered, shall immediately forward them to the chief examiner at Madison.

8. Local examiners shall not incur expense in connection with examinations beyond necessary stationery, postage and supplies, except at the direction of the commission or of the chief examiner.

RULE IX.

... sk. ...

Examinations.

a. All examinations for positions in the classified service shall be practical in character and shall relate to those matters which will fairly test the capacity and fitness of the persons examined to discharge the duties of the office or employment sought by them, giving due allowance for experience in the same or similar positions. (From section 10.)

b. Examinations shall be held at such times and places as shall, in the judgment of the commission, most nearly meet the convenience of

applicants and the needs of the service. (From section 10.)

c. Examinations shall be held simultaneously at at least one con-

venient point in each county of the state. (From section 10.)

- d. No question in any form of application or in any examination shall be so framed as to elicit information concerning the political or religious opinions or affiliations of any applicant, nor shall any inquiry be made concerning such opinions or affiliations, and all disclosures thereof shall be discountenanced. No discriminations shall be exercised, threatened or promised, by any person in the civil service against or in favor of any applicant, eligible, or employe in the classified service because of his political or religious opinions or affiliations. (From section 26.)
- 1. The minimum percentage of proficiency for eligibility in any subjects assigned for examinations and the average percentage for proficiency in all subjects shall be fixed by the commission for each class or grade and shall be published prior to holding examinations.
- 2. Whenever in a general competitive exmination it is, in the judgment of the commission, deemed necessary, a preliminary or supplementary or special examination may be required of eligibles and such examination may be held at the time and place indicated by the commission.
- 3. The commission shall determine and make public relative weights of subjects included in the examination in each separate class of service, and proficiency in any subject shall be credited in grading the standing of the person examined, in proportion to the value of a knowledge of such subject in the branch or part of the service which the applicant seeks to enter.

- 4. In the absence of any regulations to the contrary noncompetitive examinations shall be conducted by the chief examiner or his authorized deputy, and the papers shall be marked by him with the assistance of such persons as he may select.
- 5. The commission may authorize as an element in any examination, an oral examination, particularly where administrative ability, scientific or technical knowledge, or manual skill are required. But all oral examinations shall be under the immediate direction of the chief examiner or his authorized deputy, and a record of such examination shall be preserved.
- 6. Upon the request of any officer or board having the power of appointment to any office or position in the service of the state to which these rules do not apply, the commission will, whenever practicable, hold competitive or noncompetitive examinations for such office or position.

RULE X.

Eligible List.

- a. The term of eligibility of an applicant shall be fixed for each list by the civil service commission at not less than one nor more than three years. (From section 15.)
- 1. The period of eligibility for any eligible list shall be one year from date of promulgation of the list. But the commission may in its discretion extend the period of eligibility for any position or group.
- 2. The names of eligibles shall be entered in the order of their average percentages, on the proper register of eligibles.
- 3. Appointment shall be made from the eligible list most nearly appropriate for the group in which the position to be filled is classified, and a new list shall be created for a stated position or group of positions only when there is no appropriate list existing or when the existing list from which certification is to be made is likely to be exhausted.
- 4. In the preparation of any eligible list when two or more eligibles have like averages their names shall be arranged on such list in the order in which their applications were filed. Names of eligibles with like averages, whose applications were filed on the same day, shall be arranged in alphabetical order, but priority neither in the date of application nor in the alpha-

betical order of the names will give any other advantage in position on the register of eligibles.

- 5. Whenever the commission is notified that proficiency in a special subject is needed in the position to be filled, it may, upon request of the appointing officer, take steps to ascertain the names of all those on the list who possess such qualifications and shall certify them in their order or shall in its discretion conduct a new examination.
- 6. In accordance with the provisions of section 16 of the law, adequate eligible lists shall be made up, and so far as possible at all times kept by the commission, from which appointments shall be made for service in the several state charitable and penal institutions.
- 7. In accordance with the provisions of section 16 of the law, any veteran of the last civil war who has attained the required percentage for eligibility shall be given such preference in registration as the addition of five per cent of his average standing would entitle him to.

RULE XI.

Certification and Appointment.

- 1. Upon requisition from an appointing officer to fill a vacancy in the competitive class, the commission shall, in accordance with the provisions of section 16, certify the three names standing highest on the appropriate eligible list, not previously certified three times to the department, office or institution in which the vacancy exists, giving such preference in such certification to veterans of the late civil war, as is provided for in Rule X.
- 2. In case objection is made by the appointing officer to any of the persons certified for reasons stated in section 11 of the law, the commission may investigate the charges and if the objection is sustained substitute other names from the eligible list. In case objection is not sustained, the appointing officer shall select one of the candidates on probation in accordance with the provisions of section 16 of the law.
- 3. In certifying from the eligible list for deputy game warden, oil inspectors and deputy treasury agents, where the service is confined to a locality, the secretary of the commission

shall upon request of the appointing officer, give preference in certification in their order of eligibility to the person or persons residing in the district in which the service is required.

- a. All original appointments to the competitive and noncompetitive classes and the labor class of the classified service shall be for a probationary period of one, two or three months, in the discretion of the appointing officer, but dismissal for cause may be made during such period. (From section 9.)
- 4. In accordance with section 9 of the law the appointing officer shall, when giving notice of appointment, state the length of the probationary period established by him for such appointment.
- b. If at the close of this probationary term the conduct or capacity of the probationer has not been satisfactory to the appointing officer, the probationer shall be notified in writing that he will not receive absolute appointment; otherwise his retention in the service shall be equivalent to his final and absolute appointment. (From section 9.)
- c. In every case after a name has been certified three times, it may be dropped from the list by the commission, but certificates for temporary appointment shall not be counted as one of such certificates. (From section 16.)
- 5. When an eligible certified for appointment shall fail to answer any inquiry of the commission relative to his availability for certification or to accept an offer of appointment by mail within six business days next succeeding the mailing of notice of appointment, or shall fail to accept an appointment within the same or next succeeding business day when notification is sent by telegram, he shall be deemed to have declined the appointment, and if, after having accepted an appointment by mail or telegraph, he fails to present himself for duty within ten days from the date the notice is mailed, he shall, unless the time is extended by the appointing officer, he deemed to have declined the appointment.
- 6. In case an eligible certified for appointment on probation shall decline appointment, his name shall be striken from the list and shall only be restored to said list in the discretion of the commission upon his written request stating his reasons for such declination. If the declination is on account of the locality of the position offered, or on account of salary, the eligible shall not be again certified for the same locality or for the same or less salary.
- 7. Whenever the sex of those whose names are to be certified is fixed by any law, rule or regulation, or is specified in the re-

quest for certification, the names of those of the sex so fixed or specified shall be certified.

8. Any person whose name appears on an appropriate eligible list, who has received an appointment on probation and who, during the probationary period, has been separated from the service without evidence of delinquency, misconduct or inefficiency on his part, but owing to reasons of economy or otherwise, may, in the discretion of the commission, be reinstated on the eligible list.

RULE XII.

Temporary and Exceptional Appointments.

a. Positions in the competitive class may be filled without competition only as follows:

Whenever there are urgent reasons for filling a vacancy in any position in the competitive class and the commission is unable to certify to the appointing officer upon requisition by the latter a list of persons eligible for appointment after a competitive examination, the appointing officer may nominate a person to the commission for noncompetitive examination, and if such nominee shall be certified by the said commission as qualified after such noncompetitive examination, he may be appointed provisionally to fill such vacancy only until a selection and appointment can be made after competitive examination, but such provisional appointment shall not continue for a longer period than two months, nor shall successive temporary appointments be made to the same position under this provision. (From section 17.)

b. In case of an emergency an appointment may be made without regard to the rules of this statute, but in no case to continue longer than ten days, and in no case shall successive emergency appointments be

made. (From section 17.)

c. In case of vacancy in a position in the competitive class where peculiar and exceptional qualifications of a scientific, professional, of educational character are required, and upon satisfactory evidence that for specified reasons competition in such special case is impracticable, and that the position can best be filled by the selection of some designated person of high and recognized attainments in such qualities, the commission may suspend the provisions of the statute requiring competition in such case, but no suspension shall be general in its application to such place, and all such cases of suspension shall be reported in the annual report of the commission with the reasons for the same. (From section 17.)

d. Where the services to be rendered by an appointee are for a temporary period not to exceed one month, and the need of such service is important and urgent, the appointing officer may select for such temporary service any person on the proper list of those eligible for the permanent appointment without regard to his standing on such list. Suc cessive temporary appointments to the same position shall not be made

under this provision. (From section 17.)

The acceptance or refusal by an eligible of a temporary appointment shall not affect his standing on the register for permanent employment, nor shall the period of temporary service be counted as a part of the probationary service in case of subsequent appointment to a permanent position. (From section 17.)

RULE XIII.

Reinstatements.

a. Any person who has held a position by appointment under the civil service rules and who has been separated from the service without any lelinquency or misconduct on his part but owing to reasons of economy or otherwise, may be reinstated within one year, and in the case of legisative employes within two years, from the date of such separation to the same or similar position in the same department; provided, that for the original entrance to the position proposed to be filled by such reinstatement there is not required in the opinion of the civil service commission examination involving essential tests or qualifications different from or higher than those involved in the examination for the original entrance to the position formerly held by the person proposed to be reinstated. (From section 19.)

RULE XIV.

Transfers.

1. Upon request of the head of the department affected, a person who has received an appointment in accordance with the rivil service law and rules, to a position in the competitive class and who has served the required probationary term, may be ransferred to a position similar in character in the same group and subdivision upon certification by the commission, provided hat no transfer involving a promotion, except for temporary ervice not to exceed six months, shall be authorized by the ommission of any person who has not acquired eligibility for ertification through an open competitive or general promotional ompetitive examination.

RULE XV.

Promotions.

1. A change in the rank or grade shall constitute promotion. A material change in duties and in responsibilities shall be deemed a change in rank, and an increase in salary, beyond the limits ixed for the grade by clause 8 of this rule, shall be deemed a change in grade. But whenever a change in grade occurs without a change in position or in duties, persons so affected may be promoted without further examination, when, in the opinion of the commission, their merit and fitness has been determined by previous examinations and by the records of efficiency of the office or department in which they are employed.

(Adopted July 17, 1907. Approved August 10, 1907.)

- 2. Whenever there is a vacancy in a position in a department above the lowest rank or grade, the commission shall ascertain whether there are at least three persons who have served six months or more in a lower rank or grade, eligible and willing to compete to fill the vacancy; and in case it is found that there are at least three such persons, the vacancy shall be filled from the eligible list resulting from a competitive examination for promotion; in which examination the elements to be considered shall be, 1, the competitive mental examination, and 2, the records of efficiency, character, conduct and seniority.
- 3. Whenever there are less than three persons in the next lower rank or grade, eligible and willing to compete, the commission shall hold an original competitive examination to fill the vacancy or may permit the appointing officer to nominate one of such eligible persons, who may be promoted upon passing the required noncompetitive examination, or may permit a transfer when in accordance with the provisions of Rule XIV. No person shall be deemed eligible for promotion who has served less than six months in a lower rank or grade. No person appointed to a position in the lowest rank or grade from a local competitive list, competition for the state at large being impracticable, shall be deemed eligible for promotion who has served less than one year.

(Amended November 2, 1912. Approved December 10, 1912.)

- 4. If the vacancy is in a position in the higher ranks or grades, the commission may, if it deems that on account of the executive ability required to fill the position, promotion by competitive examination is impracticable, and not for the best interests of the service, hold an original competitive examination without regard to the number of persons in the next lower ran or grade.
- 5. The commission shall in each case determine what person are eligible to compete for promotion from a consideration the duties to be filled and the duties which the persons seekist the promotion perform.
- 6. To provide a basis of rating for previous service there shape kept in each department or office continuous and permaner records of the efficiency, character and conduct of all persomployed in the classified service. Such records shall be known as efficiency records and the entries made therein shall have records to (a) quality of work performed by each officer or en

ploye, (b) the quantity of work performed by him, (c) his general conduct, (d) his punctuality and attendance, (e) his executive ability and capacity for initiative where his work is of a haracter that will permit of definite estimation. The entries apon an efficiency record shall be made by or under the direction of such superior officers as may be designated by the appointing officer and subject to confirmation by the civil service commission. Such entries shall be based upon detailed reports submitted by the administrative officer most closely in touch with the work of the officer or employe to be rated, and shall be made at stated periods and at least quarterly. Where the entries are made quarterly they shall be made on or about the first day of January, April, July and October of each year and shall be a record for the quarter immediately preceding. A transscript or summary of such record shall be furnished to the commission semiannually in a form to be prescribed by the commission, which shall contain the certification of the appointing officer that the entries on such record were made in accordance with the provisions of this rule, and, whenever the commission so requires, like certificate of the full record of each candidate shall be furnished by the appointing officer in advance of a particular examination. Whenever, in the judgment of the chief xaminer, more exact information is required for the purpose of such rating than that given in any summary, the original record may be consulted in such case. Such records shall be open ither to the chief examiner or to any examiner designated by im. In case the records of efficiency, character and conduct ave not been regularly and properly kept and filed, the compission shall refuse to hold promotional examinations until Poper records are received, or shall disregard records as an eleent in the examination.

7. Competitive promotional examinations shall be ordered as ten as may be necessary to meet or anticipate the needs of the ten grades and, so far as practicable, shall be held periodilly and may, in the discretion of the commission, be open to persons in the competitive class who have served six months more in a lower rank or grade, who satisfy the preliminary quirements for original entrance to the positions to be filled promotion, and may further, in the discretion of the commission, be open to all persons in the noncompetitive and labor lasses of the service who have been in the service of the state

three years or more and who satisfy the preliminary requirements for original entrance to the positions to be filled by promotion. But when a suitable eligible list resulting from a general promotional examination has been prepared, all persons in the service who have failed to take the examination, or who have failed in the examination, shall be rendered ineligible for promotion during the ensuing year, or until it has become necessary to prepare a new promotional eligible list. Whenever a vacancy occurs in a position for which a general promotional examination has been held, the names of persons in the department in which the vacancy exists shall be certified in the order of their rank on the resulting eligible list.

- 8. The grades for all departments shall be the following:
 - Grade 1. All positions, the compensation of which is at the rate of not more than four hundred dollars per annum.
 - Grade 2. All positions, the compensation of which is at the rate of more than four hundred dollars and not more than seven hundred dollars per annum.
 - Grade 3. All positions, the compensation of which is at the rate of more than seven hundred dollars and not more than one thousand dollars per annum.
 - Grade 4. All positions, the compensation of which is at the rate of more than one thousand dollars and not more than fifteen hundred dollars per annum.
 - Grade 5. All positions, the compensation of which is at the rate of more than fifteen hundred dollars and not more than two thousand dollars per annum.
 - Grade 6. All positions, the compensation of which is at the rate of more than two thousand dollars and not more than twenty-five hundred dollars per annum.
 - Grade 7. All positions, the compensation of which is at the rate of more than twenty-five hundred dollars per annum.
- 9. For the purposes of this section, full maintenance in state institutions shall be valued at \$150.00 per annum.

RULE XVI.

Reductions.

1. Whenever an employe is reduced in pay or position the appointing officer shall file with the commission a statement in writing of the causes for such reduction.

RULE XVII.

Labor Class.

Registration Officers.

- a. The labor class shall include ordinary unskilled laborers. (From section 21.)
- b. There may be separate lists of applicants for different kinds of abor or employments and the commission may establish separate labor lists for various localities, institutions and departments. (From section 21.)
- 1. The commission may appoint in any county or district in which is located a state charitable or penal institution or state educational institution, a local registration officer for registrations in the labor class, and in case such registration officer is not in the employ of the state, may fix his compensation.
- 2. The local registration officer shall, subject to the regulaions of the commission, keep a register of all accepted appliants in the labor class and shall keep the commission informed of all names recommended to appointing officers, all changes in the local register, including all appointments from the register, all additions to the register, and all delinquencies of applicants, and shall be guided by such instructions as the commission may from time to time furnish him.

Examinations.

- c. The commission shall require an applicant for registration for the abor service before he can be registered to furnish such evidence or to bass such examination as they may deem proper with respect to his age, esidence, physical condition, ability to labor, sobriety, industry, capatry and experience in the employment for which he applies. (From ection 21.)
- 3. Veterans of the late civil war shall be required to pass the required for other candidates for ositions in the labor class.

4. The commission may require a medical examination whenever in its judgment such examination is deemed necessary, and may require that the expense of such examination shall be borne by the applicant.

Registration of Eligibles.

- 5. The names of all accepted applicants shall remain on the register for one year except as follows:
- a. When an application, together with a report of former employers, shows an applicant unfit or unworthy to serve the state, the commission shall immediately notify the local registration officer who shall strike the applicant's name from the register.
- b. Any applicant who fails to keep the local registration officer and the commission informed of his post-office address or who fails to reply promptly to notices of appointment, or who fails to give satisfactory reasons for refusing to accept service, or who is found to have intentionally made false and misleading statements in an application, shall have his name stricken from the register.
- 6. Whenever an applicant for registration in the labor classhall have been rejected, notice of such rejection shall be maile—to him.
- d. Where the labor service of any institution or department extento separate localities the commission may provide separate registation lists for each district or locality. (From section 21.)
- 7. Preference in registration shall be given to applications whose qualifications, determined by their applications and test monials and such other examination as may be required, mos nearly approach the standards set by the commission as to ge, citizenship, physical condition, character and habits, and previous experience and efficiency.
- 8. In accordance with the standard established by the commission all applicants for positions in the labor class shall be graded as follows:

Grade 1 shall include all applicants whose qualifications, are marked by the commission as "good," which term shall signify a reasonable conformity established by the commission as provided for in section 7 of this rule.

Grade 2 shall include all other accepted applicants.

9. It being the avowed policy of the state that preference in

appointment shall be given to applicants whose qualifications pest fit them for the service required, preference shall be given to applicants registered in grade 1, and no recommendations for appointment shall be made from grade 2, except where there are less than three eligible applicants registered in grade 1, whose qualifications fit them for the service required.

10. No person who has been discharged for misconduct shall be again eligible for registration for at least one year after the time that he is discharged.

Certification and Appointment.

- e. Vacancies in the labor class shall be filled by appointment from lists of applicants registered in their respective localities by the civil service commission according to rules and regulations determined by said commission except in cases of temporary employment. (From section 21.)
- 11. Whenever an appointing officer shall request the certification from the commission or from the local registration officer of names of persons for appointment to any position in the labor lass, the secretary of the commission or the local registration officer, as the case may be, shall certify to the appointing officer for appointment the names of three persons standing highest on the eligible list, if there be so many registered in the rade or class entitled to preference.

(As amended June 27, 1907.)

- 12. If the appointing officer shall notify the commission of tore than one vacancy at any time, the secretary or registration fiver shall certify to the appointing officer the names of as any persons as there are vacancies to be filled, with the addition of two names.
- 13. Whenever the sex of those whose names are to be certified fixed by any law, rule or regulation of the commission, or is excified in the request for certification, the names of those of exex so fixed or specified shall be certified, but in other cases in the commission of the cases in the commission of the cases in the case of the case o
- 14. In cases of emergency, appointments to permanent posiposin the labor class may be made without regard to the list, it no emergency appointment shall continue more than ten is.
- 15. In filling permanent positions in the labor class, appoints officers may, when a local registration list has been ex-

hausted, or when, because of the peculiar nature of the duties of the position to be filled, it is found inexpedient or impracticable to make a selection from the local list, make requisition upon the commission for a list of candidates registered for service in the state at large.

- 16. Where the service to be rendered by an appointee in the labor class is for a temporary period not to exceed one month, and the need of such service is immediate and urgent, the appointing officer may select for such temporary service any person whose name appears on the register. But when the local registration list is exhausted, the appointing officer may make his selection without reference to the rules and regulations of the commission.
- 17. Except in cases of temporary employment, all labor positions in the department of the superintendent of public property shall be filled from a list of persons registered from the state at large.

(Adopted December 12, 1908.)

RULE XVIII.

Recommendations.

a. No recommendation for any person who shall apply for office or place, or for examination or registration under the provisions of this act, or of the rules established pursuant thereto, except as to character, and, in the case of former employers, as to ability, shall be given to, or considered by any person concerned in making any examination, registration, appointment, promotion, or reinstatement under this act, and the rules made pursuant thereto. No recommendation whatsoever shall relate to the political or religious opinions of any applicant. (From section 25.)

b. No recommendation for the promotion of any person in the classified service shall be considered by any officer concerned in making promotions, except it be made by the officer or officers under whose super-

vision or control such employe is serving. (From section 25.)

c. Any recommendations made contrary to the provisions of this section, with the knowledge and consent of the applicant or employe, shall be sufficient cause for refusing his application or appointment, or for debarring him from the promotion proposed, and a repetition of the offense shall be sufficient cause for removing him from the service. (From section 25.)

d. All recommendations of applicants for office received by the said commission, or by any appointing officer, shall be kept and preserved by the commission, and all such records, recommendations of former employers excepted, and all written causes of removal and answers thereto filed with it, shall, subject to reasonable regulations, be open to public inspection. (From section 7.)

RULE XIX.

Roster.

1. In accordance with the provisions of section 24 of the law and subject to the regulations of the commission, the secretary or president of the commission shall compare each pay roll, estimate or account for services, with the official roster and shall attach thereto or place thereon a certificate in form prescribed by the commission.

RULE XX.

Regulations.

1. The commission shall prescribe and enforce suitable regulations for carrying into effect the provisions of these rules and those of the civil service law not inconsistent therewith and shall prescribe blank forms for all applications, certificates, reports, records and returns required under these rules and the regulations made in pursuance thereof.

The foregoing rules, amended by the State Civil Service Commission, are hereby tranmitted to the Governor for his approval.

OTTO GAFFRON, C. E. BUELL,

T. J. CUNNINGHAM,

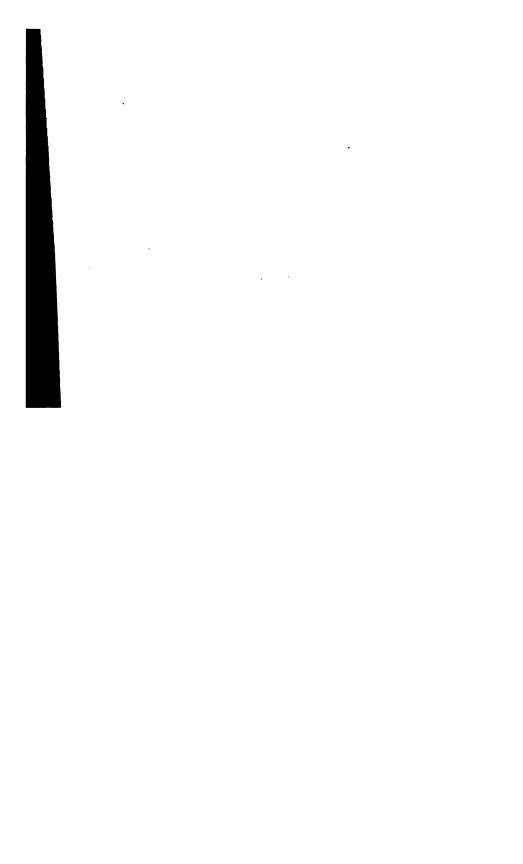
State Civil Service Commissioners.

Dated August 6, 1910.

The foregoing rules, as amended by the State Civil Service Commission, are hereby approved.

JAMES O. DAVIDSON, Governor.

State of Wisconsin,
Executive Chamber.
Dated August 19, 1910.



INDEX.

APPLICANTS—rules governing	53-54
APPLICATIONS—rules governingtotal number since 1905.	54 9
APPOINTMENTS—number during biennial periodstatistics	26-29 9
APPROPRIATION— Wisconsin appropriation compared with those of other states	15–16
CERTIFICATION AND APPOINTMENTS—labor class—rules	67 58-59
CERTIFICATIONS OF ROSTER	69
CHANGES IN CLASSIFIED SERVICE—all officers	26-29
CIVIL SERVICE RULES	42-69
CLASSIFICATION of all positionsin penal and charitable institutionsinto grades according to salary receivednew classification proposed	48-50 64
rules governing COMMISSION—changes in personnel duties and meetings. expenditures new features of the work. recognition by outside parties.	8 8-9 36-41
COMPETITIVE CLASS—classification of all competitive positions positions filled by noncompetitive examination rules statistics of changes	31 45
DEDUCTION IN PAY OR POSITION—rules governing	65
DIRECTORY—of local examiners	5-6
EDUCATIONAL WORK—plans	22-25
EFFICIENCY— records and basis for rating in promotions	62-63

ELIGIBLE LISTS—rules governing	66
EXAMINATIONS—discussion of methods. for labor class new examinations given. noncompetitive rules governing selective, shown by chart specimen questions total number taking examination since 1905.	65-66 12 50
EXAMINERS—directory of local examinersrules governing	5–6 5 4– 56
EXEMPT CLASS—rules	43-45
EXPENDITURES—of civil service commission	36–41
GRADES FOR PROMOTION	64
LABOR CLASS—in penal and charitable institutionsrules governing registrationstatistics of appointment	
LOCAL EXAMINERS—directory	
MAINTENANCE IN INSTITUTIONS—cash salary value	64
MEETINGS OF COMMISSION	,
MERIT SYSTEM—popular	2
NONCOMPETITIVE CLASS—in penal and charitable institutions rules	50
PROBATIONARY PERIOD	20
RECOMMENDATIONS OF APPLICANTS—rules governing	68
RECOMMENDATIONS OF THE COMMISSION	15-2
REGULATIONS—rules governing	6
REINSTATMENTS—rules governingstatistics	6: 26–2:
REPORT OF COMMISSION	7–2
ROSTER—certifications	. 6
SALARY—grades for promotion	6 19–2
SECRETARY AND CHIEF EXAMINER—changes in office	
SICK I FAVE—recommendations	2

INDEX.	73

STATISTICS IN CLASSIFIED SERVICE	26-29
TEMPORARY AND EXCEPTIONAL APPOINTMENTS—rules governing	60
TENURE OF OFFICE— comparing conditions before and after civil service significance	
TRANSFERS—rules governing	61 26–29 30
VACATIONS—recommended schedule	21



.

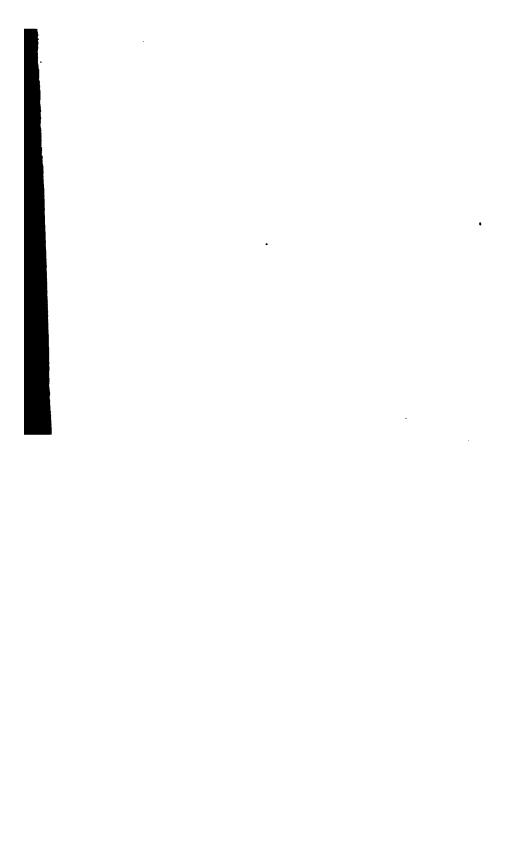
.

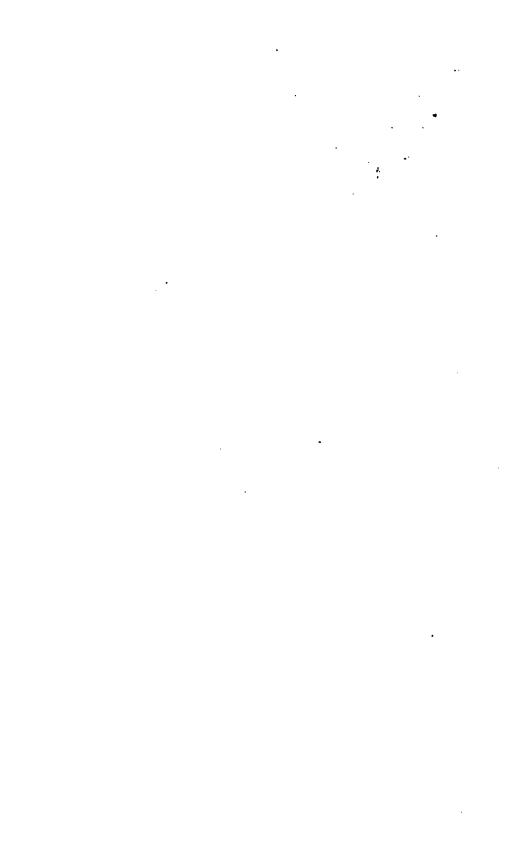






•





THE NEW YORK PUBLIC LIBRARY REFERENCE DEPARTMENT

This book is under no circumstances to be taken from the Building

	4	
	**	
200		
		+14241
- 4	Mary A.	
form 410		

